

# STATEMENT OF CHANGES IN IMMIGRATION RULES

*Presented to Parliament pursuant to section 3(2) of  
the Immigration Act 1971*

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## STATEMENT OF CHANGES IN IMMIGRATION RULES<sup>1</sup>

The Home Secretary has made the changes hereinafter stated in the rules laid down by them as to the practice to be followed in the administration of the Immigration Acts for regulating entry into and the stay of persons in the United Kingdom and contained in the statement laid before Parliament on 23 May 1994 (HC 395) as amended. The amending statements were laid before, or presented to, Parliament on 20 September 1994 (Cm 2663), 26 October 1995 (HC 797), 4 January 1996 (Cm 3073), 7 March 1996 (HC 274), 2 April 1996 (HC 329), 29 August 1996 (Cm 3365), 31 October 1996 (HC 31), 27 February 1997 (HC 338), 29 May 1997 (Cm 3669), 5 June 1997 (HC 26), 30 July 1997 (HC 161), 11 May 1998 (Cm 3953), 7 October 1998 (Cm 4065), 18 November 1999 (HC 22), 28 July 2000 (HC 704), 20 September 2000 (Cm 4851), 28 August 2001 (Cm 5253), 16 April 2002 (HC 735), 27 August 2002 (Cm 5597), 7 November 2002 (HC 1301), 26 November 2002 (HC 104), 8 January 2003 (HC 180), 10 February 2003 (HC 389), 31 March 2003 (HC 538), 30 May 2003 (Cm 5829), 24 August 2003 (Cm 5949), 12 November 2003 (HC 1224), 17 December 2003 (HC 95), 12 January 2004 (HC 176), 26 February 2004 (HC 370), 31 March 2004 (HC 464), 29 April 2004 (HC 523), 3 August 2004 (Cm 6297), 24 September 2004 (Cm 6339), 18 October 2004 (HC 1112), 20 December 2004 (HC 164), 11 January 2005 (HC 194), 7 February 2005 (HC 302), 22 February 2005 (HC 346), 24 March 2005 (HC 486), 15 June 2005 (HC 104), 12 July 2005 (HC 299), 24 October 2005 (HC 582), 9 November 2005 (HC 645), 21 November 2005 (HC 697), 19 December 2005 (HC 769), 23 January 2006 (HC 819), 1 March 2006 (HC 949), 30 March 2006 (HC 1016), 20 April 2006 (HC 1053), 19 July 2006 (HC 1337), 18 September 2006 (Cm 6918), 7 November 2006 (HC 1702), 11 December 2006 (HC 130), 19 March 2007 (HC 398), 3 April 2007 (Cm 7074), 4 April 2007 (Cm 7075), 7 November 2007 (HC 28), 13 November 2007 (HC 40), 19 November 2007 (HC 82), 6 February 2008 (HC 321), 17 March 2008 (HC 420), 9 June 2008 (HC 607), 10 July 2008 (HC 951), 15 July 2008 (HC 971), 4 November 2008 (HC 1113), 9 February 2009 (HC 227), 9 March 2009 (HC 314), 24 April 2009 (HC 413), 9 September 2009 (Cm 7701), 23 September 2009 (Cm 7711), 10 December 2009 (HC 120), 10 February 2010 (HC 367), 18 March 2010 (HC 439), 28 June 2010 (HC 59), 15 July 2010 (HC 96), 22 July 2010 (HC 382), 19 August 2010 (Cm 7929), 1 October 2010 (Cm 7944), 21 December 2010 (HC 698), 16 March 2011 (HC 863), 31 March 2011 (HC 908), 13 June 2011 (HC 1148), 19 July 2011 (HC 1436), 10 October 2011 (HC 1511), 7 November 2011 (HC 1622), 8 December 2011 (HC 1693), 20 December 2011 (HC 1719), 19 January 2012 (HC 1733), 15 March 2012 (HC 1888), 4 April 2012 (Cm 8337), 13 June 2012 (HC 194), 9 July 2012 (HC 514), 19 July 2012 (Cm 8423), 5 September 2012 (HC 565), 22 November 2012 (HC 760), 12 December 2012 (HC 820), 20 December 2012 (HC 847), 30 January 2013 (HC 943), 7 February 2013 (HC 967), 11 March 2013 (HC 1038), 14 March 2013 (HC 1039), 9 April 2013 (Cm 8599), 10 June 2013 (HC 244), 31 July 2013 (Cm 8690), 6 September 2013 (HC

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<sup>1</sup> This Statement of Changes can be viewed at <https://www.gov.uk/government/collections/immigration-rules-statement-of-changes>

628), 9 October 2013 (HC 686), 8 November 2013 (HC 803), 9 December 2013 (HC 887), 10 December 2013 (HC 901), 18 December 2013 (HC 938), 10 March 2014 (HC 1130), 13 March 2014 (HC 1138), 1 April 2014 (HC 1201), 10 June 2014 (HC 198), 10 July 2014 (HC 532), 16 October 2014 (HC 693), 26 February 2015 (HC 1025), 16 March 2015 (HC1116), 13 July 2015 (HC 297), 17 September 2015 (HC 437), 29 October 2015 (HC535), 11 March 2016 (HC 877), 3 November 2016 (HC 667), 16 March 2017 (HC 1078), 20 July 2017 (HC 290), 7 December 2017 (HC 309), 15 March 2018 (HC 895), 15 June 2018 (HC 1154), 20 July 2018 (Cm 9675), 11 October 2018 (HC 1534), 11 December 2018 (HC 1779), 20 December 2018 (HC 1849), 7 March 2019 (HC 1919), 1 April 2019 (HC 2099), 9 September 2019 (HC 2631), 24 October 2019 (HC 170), 30 January 2020 (HC 56), 12 March 2020 (HC 120), 14 May 2020 (CP 232), 10 September 2020 (HC 707), 22 October 2020 (HC 813), 10 December 2020 (HC 1043), 31 December 2020 (CP 361), 4 March 2021 (HC 1248), 10 September 2021 (HC 617), 11 October 2021 (CP 542), 1 November 2021 (HC 803), 14 December 2021 (HC 913), 24 January 2022 (HC 1019), 17 February 2022 (CP 632), 15 March 2022 (HC 1118), 29 March 2022 (HC 1220), 11 May 2022 (HC 17), 20 July 2022 (HC 511), 18 October 2022 (HC 719), 9 March 2023 (HC 1160), 17 July 2023 (HC 1496), 19 July 2023 (HC 1715), 7 September 2023 (HC 1780), 7 December 2023 (HC 246), 15 February 2024 (HC 556), 14 March 2024 (HC 590), 10 September 2024 (HC 217) and 26 November 2024 (HC 344).

## **Implementation**

The following paragraphs shall take effect at 1500 GMT on 12 March 2025.

- APP VN1 to APP VN3
- APP ETANL1

The following paragraphs shall take effect on 2 April 2025:

- 1.1
- APP PFFL1
- APP ETA2
- APP UKR5

The following paragraphs shall take effect on 9 April 2025:

- INTRO4
- INTRO7 and INTRO8
- 1.4
- 9.1 to 9.4
- 11.1 to 11.7
- APP A1 and APP A2

- APP AR(EU)1 and APP AR(EU)2
- APP HMAF1 to APP HMAF8
- APP EU1 to APP EU13
- APP EU(FP)1 to APP EU(FP)13
- APP FM1 to APP FM12
- APP FM-SE1 to APP FM-SE8
- APP V1
- APP YMSEN1 to APP YMSEN3
- APP UKR2 to APP UKR4
- APP UKR6 to APP UKR18
- APP VTS1
- APP FRP1 to APP FRP19
- APP CRP1 to APP CRP12
- APP EL1 and APP EL2
- APP KOL UK1
- APP FIN1
- APP RWP1
- APP CHI1 and APP CHI2

The following paragraphs shall take effect on 9 April 2025. In relation to those changes, if an application for entry clearance, for an Electronic Travel Authorisation, for permission to enter or for permission to stay, or an application for administrative review has been made before 9 April 2025, such applications will be decided in accordance with the Immigration Rules in force on 8 April 2025:

- INTRO2 and INTRO3
- INTRO6
- INTRO9 and INTRO10
- 1.2 and 1.3
- APP AR1 to APP AR4
- APP ETA1
- APP ETANL2
- APP ST1 to APP ST9
- APP STS1 and APP STS2
- APP GR1
- APP SW11 to AP SW15
- APP MOR1 and APP MOR2
- APP GT2 to APP GT11
- APP GT13 and APP GT14
- APP GTP1
- APP SCU1 and APP SCU2
- APP ISP1 and APP ISP2

- APP SGB1 to APP SGB4
- APP CRV1
- APP CW1
- APP GAE2
- APP GAES1 and APP GAES2

The following paragraphs shall take effect on 9 April 2025. In relation to those changes, if an application for entry clearance or permission to stay has been made using a certificate of sponsorship issued by a sponsor to an applicant before 9 April 2025, or if an application which does not require a certificate of sponsorship has been made before 9 April 2025, such applications will be decided in accordance with the Immigration Rules in force on 8 April 2025:

- INTRO1
- APP SW1 to APP SW10
- APP SO1 to APP SO10
- APP TWSW1
- APP GAE1

The following paragraphs shall take effect on 29 May 2025. In relation to those changes, if an application for entry clearance, for an Electronic Travel Authorisation, for permission to enter or for permission to stay, or an application for administrative review has been made before 29 May 2025, such applications will be decided in accordance with the Immigration Rules in force on 28 May 2025:

- INTRO 5
- APP CS1 to APP CS5

The following paragraphs shall take effect on 4 August 2025. In relation to those changes, if an endorsement application has been made before 4 August 2025, such applications will be decided in accordance with the Immigration Rules in force on 3 August 2025:

- APP GT1
- APP GT12

The following paragraphs shall take effect on 5 August 2025.

- 1.5 and 1.6

The following paragraphs shall take effect on 13 August 2025. In relation to those changes, if a variation of entry clearance application for permission to remain has been made before 13 August 2025, such applications will be decided in accordance with the Immigration Rules in force on 12 August 2025:

- APP UKR1

## **Review**

Before the end of each review period, the Secretary of State undertakes to review all of the relevant Immigration Rules including any Relevant Rule amended or added by these changes. The Secretary of State will set out the conclusions of the review in a report and publish the report.

The report must in particular:

- (a) consider each of the Relevant Rules and whether or not each Relevant Rule achieves its objectives and is still appropriate; and
- (b) assess whether those objectives remain appropriate and, if so, the extent to which they could be achieved with a system that imposes less regulation.

“Review period” means:

- (a) the period of five years beginning on 6 April 2017; and
- (b) subject to the paragraph below, each successive period of five years.

If a report under this provision is published before the last day of the review period to which it relates, the following review period is to begin with the day on which that report is published.

“Relevant Rule” means an Immigration Rule which:

imposes requirements, restrictions or conditions, or sets standards, in relation to any activity carried on by a business or voluntary or community body; or

relates to the securing of compliance with, or the enforcement of, requirements, restrictions, conditions or standards which relate to any activity carried on by a business or voluntary or community body.

## **Changes to Introduction**

INTRO1. In paragraph 6.2(b), in the definition of “Certificate of Sponsorship”, for sub-paragraph (b), substitute:

- “(b) the record linked to a Sponsorship Reference Number, generated following a successful submission made via the “Sponsor a

Worker” scheme operated by the Secretary of State,”.

INTRO2. In paragraph 6.2(b), in the definition of “Innovator Founder”, after “permission”, insert “as an Innovator Founder”.

INTRO3. In paragraph 6.2(b), in the definition of “International Sportsperson”, for:

“permission under any of the following:

- (i) Appendix International Sportsperson; or
- (ii) Appendix T2 Sportsperson under the rules in force between 1 December 2020 and 10 October 2021 (inclusive); or”

substitute:

“permission:

- (i) as an International Sportsperson under Appendix International Sportsperson; or
- (ii) as a T2 Sportsperson under Appendix T2 Sportsperson under the rules in force between 1 December 2020 and 10 October 2021 (inclusive); or”.

INTRO4. In paragraph 6.2(b), in the definition of “Letter of authority”, for “Office of the Immigration Services Commissioner”, substitute “Immigration Advice Authority”.

INTRO5. In paragraph 6.2(b), after the definition of “Nephew”, insert new definition:

“**“Nominated guardian”** in Appendix Child Student means a person aged 18 years old or over who is appointed by the Child Student’s parent, legal guardian, or school as the Child Student’s carer in the UK outside of term-time for less than 28 days and/or is the school’s emergency contact in the UK for the Child Student. The person must not be:

- (a) a private foster carer (for the purposes of section 66 of the Children’s Act 1989); or
- (b) close relative the Child Student is living with during term-time; or
- (c) the Child Student’s parent or legal guardian who has permission as a Parent of a Child Student.”.

INTRO6. In Paragraph 6.2(b), delete:



“**Postgraduate doctor or dentist**” in Appendix Student means a student undertaking a recognised Foundation Programme with Health Education England following completion of a recognised degree in medicine or dentistry in the UK.”

- INTRO7. In paragraph 6.2(b), in the definition of “Public Funds”, in subparagraph (s), for “.” Substitute “; and”.
- INTRO8. In paragraph 6.2(b), in the definition of “Public Funds”, after subparagraph (s), insert:
- “
- (t) a Carer Support Payment made under the Carer’s Assistance (Carer Support Payment) (Scotland) Regulations 2023; and
  - (u) a Pension Age Disability Payment made under the Disability Assistance for Older People (Scotland) Regulations 2024; and
  - (v) a Pension Age Winter Heating Payment made under the Winter Heating Assistance (Pension Age) (Scotland) Regulations 2024; and
  - (w) a Scottish Adult Disability Living Allowance made under the Disability Assistance (Scottish Adult Disability Living Allowance) Regulations 2025.”
- INTRO9. In paragraph 6.2(b), in the definition of “Representative of an Overseas Business”, after “permission”, insert “as a Representative of an Overseas Business”.
- INTRO10. In paragraph 6.2(b), in the definition of “T2 Minister of Religion”, after “permission”, insert “as a T2 Minister of Religion”.

### **Changes to Part 1**

- 1.1. In paragraph 11C, after “11A(h)”, insert “, ETA 1.9”.
- 1.2. For paragraph A34(k), substitute, “(k) Appendix FM.”.
- 1.3. Delete paragraph A34(l).
- 1.4. In Paragraph 39E(5)(b), for “.” substitute “; or”.
- 1.5. In paragraph 39(E)(5)(b), for “; or”, substitute “.”.
- 1.6. Delete paragraph 39(E)(6).

### **Changes to Part 9**

- 9.1. Delete paragraph 9.1.1(o).
- 9.2. For 9.1.2(f), substitute “Appendix Family Reunion (Sponsors with Protection)”.
- 9.3. For 9.1.2(g), substitute “Appendix Child Relative (Sponsors with Protection)”.
- 9.4. After paragraph 9.1.2(g), insert:  
  
“(h) Appendix Temporary Permission to Stay for Victims of Human Trafficking or Slavery.”.

### **Changes to Part 11**

- 11.1. For the heading prior to paragraph A326, for “Appendix Family Reunion (Protection)” substitute “Appendix Family Reunion (Sponsors with Protection)”.
- 11.2. In paragraph A326, for “Appendix Family Reunion (Protection)” substitute “Appendix Family Reunion (Sponsors with Protection)”.
- 11.3. In paragraph 344A(iv), for “Appendix Family Reunion (Protection)” substitute “Appendix Family Reunion (Sponsors with Protection)”.
- 11.4. In each place it occurs, for “residence permit” substitute “biometric immigration document”.
- 11.5. In the heading prior to 352ZI, for “Residence Permits”, substitute “Biometric immigration documents”.
- 11.6. In the heading prior to 352M, for “Residence Permits” substitute “Biometric immigration documents”.
- 11.7. In 352R(ii), for “residence permits” substitute “a biometric immigration document”.

### **Changes to Appendix A: Attributes**

- APP A1. In 50(d)(v), for “residence card” substitute “biometric immigration document”.
- APP A2. In 50(d)(vi), for “biometrics residence permit” substitute “biometric immigration document”.

### **Changes to Appendix Administrative Review**

APP AR1. In AR 2.1(d)(ii), for “; or”, substitute “.”.

APP AR2. Delete AR 2.1(e).

APP AR3. After AR 2.14, insert:

“AR 2.15. A person who applied for permission to stay whilst they were in the UK cannot apply for an administrative review of the decision on that application from outside of the UK.”.

APP AR4. After AR 2.15, insert:

“AR 2.16. If a person who has received an eligible decision under AR 1.1 makes a subsequent application for entry clearance, permission to enter or permission to stay, any application for administrative review of the previous eligible decision will not be valid”.

### **Changes to Appendix AR (EU)**

APP AR(EU)1. In AR(EU)1.14, after “Appendix AR (EU)”, insert “(with the exception of AR(EU)4.1.)”.

APP AR(EU)2. For AR(EU)4.1, substitute:

“AR(EU)4.1. Where an administrative review under this Appendix is pending, and the applicant has not left the UK, or has been granted entry into the UK (which does not include a person granted immigration bail), the Home Office will not seek to remove them from the UK.”.

### **Changes to Appendix HM Armed Forces**

APP HMAF1. Delete AF 16.4(g).

APP HMAF2. In AF 16.4(k), after “Payment”, insert “(Scotland)”.

APP HMAF3. In AF 16.4(l), for “.” substitute “(Scotland); or”.

APP HMAF4. After AF 16.4(l), insert:

“(m) Carer’s Support Payment (Scotland); or  
(n) Pension Age Disability Payment (Scotland); or

(o) Scottish Adult Disability Living Allowance (Scotland).”.

APP HMAF5. Delete AF 31.4(g).

APP HMAF6. In AF 31.4(k), after (“Payment”, insert “(Scotland); or”.

APP HMAF7. In AF 31.4(l), for “.”, substitute “(Scotland); or”.

APP HMAF8. After AF 31.4(l), insert:

“(m) Carer’s Support Payment (Scotland); or  
(n) Pension Age Disability Payment (Scotland); or  
(o) Scottish Adult Disability Living Allowance (Scotland).”.

### **Changes to Appendix EU**

APP EU1. In EU15, after sub-paragraph (1), insert:

“(1A) An application made under this Appendix will be refused on grounds of suitability where, because of the applicant’s conduct committed before the specified date, the Secretary of State is satisfied that the decision to refuse the application is justified on the grounds of public policy, public security or public health in accordance with regulation 27 of the EEA Regulations, irrespective of whether the EEA Regulations apply to that person (except that in regulation 27 for “with a right of permanent residence under regulation 15” and “who has a right of permanent residence under regulation 15” read “who has indefinite leave to enter or remain under, or who meets the requirements of paragraph EU11, EU11A or EU12 of, Appendix EU to the Immigration Rules”; and for “an EEA decision” read “a decision under paragraph EU15(1A) of Appendix EU to the Immigration Rules”).”.

APP EU2. In EU16(c)(ii)(aa), for “who has indefinite leave to enter or remain or who meets the requirements of paragraph EU11, EU11A or EU12 of Appendix EU”, substitute:

“who has indefinite leave to enter or remain under, or who meets the requirements of, paragraph EU11, EU11A or EU12 of Appendix EU”.

APP EU3. In EU16(d), for “who has indefinite leave to enter or remain or who meets the requirements of paragraph EU11, EU11A or EU12 of Appendix EU”, substitute:

“who has indefinite leave to enter or remain under, or who meets the

requirements of, paragraph EU11, EU11A or EU12 of Appendix EU”.

APP EU4. In Annex 1, for sub-paragraph (e) of the definition of ‘relevant document’, substitute:

“(e) the relevant document may have expired, where:

- (i)(aa) it is a family permit (as described in sub-paragraph (a)(i)(aa) above) or an equivalent document or other evidence issued by the Islands (as described in sub-paragraph (a)(ii) above); and
- (bb) it expired after the specified date and before the required date; and
- (cc) the applicant arrived in the UK before 1 July 2021 and (unless they are a durable partner or dependent relative) after the specified date; or
- (ii) it is a **specified relevant document**”.

APP EU5. In Annex 1, in sub-paragraph (b) of the definition of ‘required biometrics’, for “**specified relevant document**”, substitute “specified relevant document”.

APP EU6. In Annex 1, in the definition of ‘required proof of entitlement to apply from outside the UK’, after “has not expired”, insert “(in the case of (a)(i) or (a)(ii))”.

APP EU7. In Annex 1, at the end of sub-paragraph (b)(iii) of the definition of ‘required proof of identity and nationality’, insert “which has not expired by more than 18 months at the date of application,”.

APP EU8. In Annex 1, in the definition of ‘required proof of identity and nationality’, after “has not expired”, insert “(in the case of (a)(i), (a)(ii) or (b)(i))”.

APP EU9. In Annex 1, for the entry for ‘specified relevant document’ in the table, substitute:

“

specified relevant document	(a) within the meaning of sub-paragraph (a)(i)(aa) of the entry for ‘relevant document’ in this table, a residence card, permanent residence card or derivative residence card which: (i) was issued by the UK under the EEA Regulations on the basis of an application
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	<p>made on or after 6 April 2015; and  (ii) has not expired by more than 18 months at the date of application; or  (b) a biometric residence card as described in sub-paragraph (a)(iii) of the entry for ‘relevant document’ in this table, which has not expired by more than 18 months at the date of application</p>
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”.

APP EU10. In Annex 2, for sub-paragraph A2.2.(2), substitute:

“(2) If the person purports to meet the eligibility requirements for indefinite leave to enter or remain or for limited leave to enter or remain on the basis of a relationship with another person (“P”), including where P is a qualifying British citizen or a relevant sponsor, the Secretary of State may:

(a) request that P provide information or evidence about their relationship with the person, their residence in the UK or, where P is a qualifying British citizen, their residence in a country listed in sub-paragraph (a)(i) of the entry for ‘EEA citizen’ in the table at Annex 1 to this Appendix; or

(b) invite P to be interviewed by the Secretary of State in person, by telephone, by video-telecommunications link or over the internet.”.

APP EU11. In Annex 2, in sub-paragraph A2.2.(5), delete “applicant or”.

APP EU12. In Annex 3, for sub-paragraph A3.1A.(b), substitute:

“(b) The Secretary of State or an Immigration Officer is satisfied that, because of the person’s conduct committed before the specified date, the cancellation is justified on grounds of public policy, public security or public health in accordance with regulation 27 of the Immigration (European Economic Area) Regulations 2016, irrespective of whether the EEA Regulations apply to that person (except that in regulation 27 for “a right of permanent residence under regulation 15” read “indefinite leave to enter or remain under, or who would be granted indefinite leave to enter or remain if they made a valid application under, Appendix EU to the Immigration Rules”; and for “an EEA decision” read “a decision under paragraph A3.1A. of Annex 3 to Appendix EU to the Immigration Rules”).”.

APP EU13. In Annex 3, for sub-paragraph A3.2.(a), substitute:

“(a) Because of the person’s conduct committed before the specified date, the cancellation is justified on grounds of public policy, public security or public health in accordance with regulation 27 of the Immigration (European Economic Area) Regulations 2016, irrespective of whether the EEA Regulations apply to that person (except that in regulation 27 for “a right of permanent residence under regulation 15” read “indefinite leave to enter or remain under, or who would be granted indefinite leave to enter or remain if they made a valid application under, Appendix EU to the Immigration Rules”; and for “an EEA decision” read “a decision under paragraph A3.2.(a) of Annex 3 to Appendix EU to the Immigration Rules”); or”.

### **Changes to Appendix EU (Family Permit)**

APP EU(FP)1. In FP7, after sub-paragraph (1), insert:

“(1A) An application made under this Appendix will be refused on grounds of suitability where, because of the applicant’s conduct committed before the specified date, the Secretary of State is satisfied that the decision to refuse the application is justified on the grounds of public policy, public security or public health in accordance with regulation 27 of the EEA Regulations, irrespective of whether the EEA Regulations apply to that person (except that in regulation 27 for “with a right of permanent residence under regulation 15” and “who has a right of permanent residence under regulation 15” read “who has indefinite leave to enter or remain under, or who meets the requirements of paragraph EU11, EU11A or EU12 of, Appendix EU to the Immigration Rules”; and for “an EEA decision” read “a decision under paragraph FP7(1A) of Appendix EU (Family Permit) to the Immigration Rules”).”.

APP EU(FP)2. In FP7, for sub-paragraph (2A)(a)(ii), substitute:

“(ii) The entry clearance officer is satisfied that, because of the applicant’s conduct committed before the specified date, the refusal of the application is justified on grounds of public policy, public security or public health in accordance with regulation 27 of the EEA Regulations, irrespective of whether the EEA Regulations apply to that person (except that in regulation 27 for “with a right of permanent residence under regulation 15” and “who has a right of permanent residence under regulation 15” read “who has indefinite leave to enter or remain under, or who meets the requirements of paragraph EU11, EU11A or EU12 of,

Appendix EU to the Immigration Rules”; and for “an EEA decision” read “a decision under paragraph FP7(2A)(a) of Appendix EU (Family Permit) to the Immigration Rules”; or”.

APP EU(FP)3. In FP7, in sub-paragraph (4)(b)(ii)(aa), for “who has indefinite leave to enter or remain or who meets the requirements of paragraph EU11, EU11A or EU12 of Appendix EU”, substitute:

“who has indefinite leave to enter or remain under, or who meets the requirements of, paragraph EU11, EU11A or EU12 of Appendix EU”.

APP EU(FP)4. In Annex 1, in sub-paragraph (b)(ii) of the definition of ‘deportation order’, for “who has indefinite leave to enter or remain or who, but for the making of the deportation order, meets the requirements of paragraph EU11, EU11A or EU12 of Appendix EU,” substitute:

“who has indefinite leave to enter or remain under, or who, but for the making of the deportation order, meets the requirements of, paragraph EU11, EU11A or EU12 of Appendix EU”.

APP EU(FP)5. In Annex 1, in sub-paragraph (a)(i) of the definition of ‘EEA citizen’, before “a national of”, insert “(and who before the specified date was)”.

APP EU(FP)6. In Annex 1, in sub-paragraph (b)(i) of the definition of ‘EEA citizen’, before “a national of”, insert “(and who before the specified date was)”.

APP EU(FP)7. In Annex 1, in sub-paragraph (c) of the definition of ‘EEA citizen’, before “a **relevant person of Northern Ireland**”, insert “(and who before the specified date was)”.

APP EU(FP)8. In Annex 1, in sub-paragraph (b) of the definition of ‘exclusion decision’, for “who has indefinite leave to enter or remain or who, but for the making of the exclusion direction, meets the requirements of paragraph EU11, EU11A or EU12 of Appendix EU”, substitute:

“who has indefinite leave to enter or remain under, or who, but for the making of the exclusion direction, meets the requirements of, paragraph EU11, EU11A or EU12 of Appendix EU”.

APP EU(FP)9. In Annex 1, in sub-paragraph (b) of the definition of ‘Islands



deportation order’, for “who has indefinite leave to enter or remain or who, but for the making of the deportation order, meets the requirements of paragraph EU11, EU11A or EU12 of Appendix EU”, substitute:

“who has indefinite leave to enter or remain under, or who, but for the making of the deportation order, meets the requirements of, paragraph EU11, EU11A or EU12 of Appendix EU”.

APP EU(FP)10. In Annex 1, in sub-paragraph (b) of the definition of ‘Islands exclusion decision’, for “who has indefinite leave to enter or remain or who, but for the making of the exclusion direction, meets the requirements of paragraph EU11, EU11A or EU12 of Appendix EU”, substitute:

“who has indefinite leave to enter or remain under, or who, but for the making of the exclusion direction, meets the requirements of, paragraph EU11, EU11A or EU12 of Appendix EU”.

APP EU(FP)11. In Annex 1, in the definition of ‘relevant naturalised British citizen’, before “a national of”, insert “(and who before the specified date was)”.

APP EU(FP)12. In Annex 3, for sub-paragraph A3.1A.(b), substitute:

“(b) The entry clearance officer is satisfied that, because of the person’s conduct committed before the specified date, the revocation is justified on grounds of public policy, public security or public health in accordance with regulation 27 of the Immigration (European Economic Area) Regulations 2016, irrespective of whether the EEA Regulations apply to that person (except that in regulation 27 for “a right of permanent residence under regulation 15” read “indefinite leave to enter or remain under, or who would be granted indefinite leave to enter or remain if they made a valid application under, Appendix EU to the Immigration Rules”; and for “an EEA decision” read “a decision under paragraph A3.1A. of Annex 3 to Appendix EU (Family Permit) to the Immigration Rules”).”.

APP EU(FP)13. In Annex 3, for sub-paragraph A3.4.(a), substitute:

“(a) Because of the person’s conduct committed before the specified date, the cancellation is justified on grounds of public policy, public security or public health in accordance with regulation 27 of the Immigration (European Economic Area)

Regulations 2016, irrespective of whether the EEA Regulations apply to that person (except that for “a right of permanent residence under regulation 15” read “indefinite leave to enter or remain under, or who would be granted indefinite leave to enter or remain if they made a valid application under, Appendix EU to the Immigration Rules”; and for “an EEA decision” read “a decision under paragraph A3.4.(a) of Annex 3 to Appendix EU (Family Permit) to the Immigration Rules”); or”.

### **Changes to Appendix FM**

- APP FM1. In E-ECP.3.3(a)(x), after “Payment”, insert “(Scotland)”.
- APP FM2. In E-ECP.3.3(a)(xi), for “; and”, substitute “(Scotland); or”.
- APP FM3. After E-ECP.3.3(a)(xi), insert:  
“(xii) Carer’s Support Payment (Scotland); or  
(xiii) Pension Age Disability Payment (Scotland); or  
(xiv) Scottish Adult Disability Living Allowance (Scotland); and”.
- APP FM4. In E-LTRP.3.3(a)(x), after “Payment” insert “(Scotland)”.
- APP FM5. In E-LTRP.3.3(a)(xi), for “; and”, substitute “(Scotland); or”.
- APP FM6. After E-LTRP.3.3(a)(xi), insert:  
“(xii) Carer’s Support Payment (Scotland); or  
(xiii) Pension Age Disability Payment (Scotland); or  
(xiv) Scottish Adult Disability Living Allowance (Scotland); and”.
- APP FM7. In E-ECC.2.3(a)(x), after “Payment”, insert “(Scotland)”.
- APP FM8. In E-ECC.2.3(a)(xi), for “; and”, substitute “(Scotland); or”.
- APP FM9. After E-ECC.2.3(a)(xi), insert:  
“(xii) Carer’s Support Payment (Scotland); or  
(xiii) Pension Age Disability Payment (Scotland); or  
(xiv) Scottish Adult Disability Living Allowance (Scotland); and”.
- APP FM10. In E-LTRC.2.3(a)(x), after “Payment”, insert “(Scotland)”.
- APP FM11. In E-LTRC.2.3(a)(xi), for “; and”, substitute “(Scotland); or”.

APP FM12. After E-LTRC.2.3(a)(xi), insert:

“(xii) Carer’s Support Payment (Scotland); or  
(xiii) Pension Age Disability Payment (Scotland); or  
(xiv) Scottish Adult Disability Living Allowance (Scotland); and”.

### **Changes to Appendix FM-SE**

APP FM-SE1. In paragraph A, for “Appendix Child staying with or joining a Non-Parent Relative (Protection),”

substitute:

“Appendix Child Relative (Sponsors with Protection),”.

APP FM-SE2. In paragraph 1, for “Appendix Child staying with or joining a Non-Parent Relative (Protection),”

substitute:

“Appendix Child Relative (Sponsors with Protection),”.

APP FM-SE3. In paragraph 12A, for “Appendix Adoption or Appendix Child staying with or joining a Non-Parent Relative (Protection),”

substitute:

“Appendix Adoption or Appendix Child Relative (Sponsors with Protection),”.

APP FM-SE4. In paragraph 12B, for “Appendix Adoption or Appendix Child staying with or joining a Non-Parent Relative (Protection),”

substitute:

“Appendix Adoption or Appendix Child Relative (Sponsors with Protection),”.

APP FM-SE5. In paragraph 12(j), after “Payment”, insert “(Scotland)”.

APP FM-SE6. In paragraph 12(k), for “,” substitute “(Scotland); or”.

APP FM-SE7. After paragraph 12(k), insert:

“(l) Carer’s Support Payment (Scotland); or  
(m) Pension Age Disability Payment (Scotland); or  
(n) Scottish Adult Disability Living Allowance (Scotland).”.

APP FM-SE8. For paragraph 23, substitute:

“23. (a) A divorce in England and Wales must be evidenced by either a decree absolute or a final order.

(b) A divorce in Scotland must be evidenced by a decree of divorce.

(c) A divorce in Northern Ireland must be evidenced by a decree absolute.”.

### **Changes to Appendix V: Visitor**

APP V1. In V13.2(b), after “or” insert “, if asked, declared when seeking”.

### **Changes to Appendix Visitor: Visa national list**

APP VN1. In VN 1.1(a), after “Togo”, insert “Trinidad and Tobago”.

APP VN2. Delete VN 2.2(p).

APP VN3. After the deleted VN 2.2(p), insert:

“(q) nationals or citizens of Trinidad and Tobago, who hold a confirmed booking to the UK made before 15:00 GMT on 12 March 2025 where arrival in the UK is no later than 15:00 BST on 23 April 2025.”.

### **Changes to Appendix Visitor: Permit Free Festival List**

APP PFFL1. For PFF 1, substitute:

“PFF1. An artist, entertainer or musician visiting the UK to perform at one or more of the following permit free festivals may receive payment to do so:

- (a) Aldeburgh Festival
- (b) All Points East
- (c) American Express presents BST Hyde Park
- (d) Barbican Festivals – Live from the Barbican
- (e) Belfast International Arts Festival

- (f) Belsonic
- (g) Big Church Festival
- (h) Billingham International Folklore Festival of World Dance
- (i) Birmingham Jazz & Blues Festival
- (j) Boomtown Festival
- (k) Bradford Literature Festival
- (l) Breakin' Convention
- (m) Brighton Festival
- (n) Brighton Fringe
- (o) Camp Bestival Dorset
- (p) Celtic Connections
- (q) Cheltenham Festivals (Jazz, Science, Music & Literature Festivals)
- (r) Creamfields
- (s) C2C: Country to Country Festival
- (t) DaDaFest International
- (u) Dance Umbrella
- (v) Download
- (w) Durham BRASS Festival
- (x) Edinburgh Festival Fringe
- (y) Edinburgh International Book Festival
- (z) Edinburgh International Children's Festival
- (aa) Edinburgh International Festival
- (bb) Edinburgh International Jazz and Blues Festival
- (cc) Emerge Belfast
- (dd) Flamenco Festival at Sadler's Wells Theatre
- (ee) Freedom Festival Arts Trust
- (ff) Garsington Opera
- (gg) Glasgow International Jazz Festival
- (hh) Glastonbury Festival
- (ii) Global Streets
- (jj) Glyndebourne
- (kk) Greenbelt
- (ll) Greenwich and Docklands International Festival
- (mm) Green Man
- (nn) Harrogate International Festivals
- (oo) Hay Festival Foundation Ltd
- (pp) Huddersfield Contemporary Music Festival
- (qq) Hyde Park Winter Wonderland
- (rr) Isle of Wight Festival
- (ss) Latitude
- (tt) Leeds Festival
- (uu) Llangollen International Musical Eisteddfod
- (vv) Love Supreme
- (ww) Manchester International Festival

- (xx) Meltdown (Southbank Centre)
- (yy) Milton Keynes International Festival
- (zz) Norfolk & Norwich Festival
- (aaa) Out There Festival
- (bbb) Parklife
- (ccc) Reading Festival
- (ddd) Shubbak
- (eee) Southbank Centre Festivals & Series
- (fff) Summer at Snape
- (ggg) Take Me Somewhere Festival
- (hhh) Terminal V
- (iii) The EFG London Jazz Festival
- (jjj) The Great Escape Festival
- (kkk) The Royal Edinburgh Military Tattoo
- (lll) The Warehouse Project
- (mmm) We Out Here
- (nnn) Wilderness
- (ooo) Wireless Festival
- (ppp) WWE Live.”.

### **Changes to Appendix Electronic Travel Authorisation**

APP ETA1. For ETA 1.7, substitute:

“ETA 1.7. A person who is a British Overseas Territory Citizen or a British National (Overseas) does not require an ETA”.

APP ETA2. After ETA 1.8, insert:

“ETA 1.9. ETA Nationals who are aged 18 or under, studying at a school or educational institution in France registered with the French Ministry of Education and seeking to enter the UK as part of a school party of 5 or more pupils organised by that school or institution, do not require an ETA before they travel to the UK as a Visitor.”.

### **Changes to Appendix ETA National List**

APP ETANL1. In ETANL 1.1(c), delete “Trinidad and Tobago”.

APP ETANL2. In ETANL 1.1(c), for “Hong Kong Special Administrative Region, (including British National (Overseas))”,

Substitute:

“Hong Kong Special Administrative Region”.

### **Changes to Appendix Student**

- APP ST1. Delete ST 10.2(e).
- APP ST2. In ST 12.2, delete “or to study on a recognised foundation programme as a doctor or dentist in training,”.
- APP ST3. For ST 14.4(c), substitute:  
“(c) are applying to:  
  
(i) continue studying with their current student sponsor; or  
(ii) move to a new student sponsor to enable them to follow their academic supervisor to another institution,  
  
for the purpose of completing the PhD or other doctoral qualification for which study was undertaken during their last period of permission as a Student; or”.
- APP ST4. Delete ST 14.4(g).
- APP ST5. Delete ST 16.1.
- APP ST6. Delete ST 19.5.
- APP ST7. Delete ST 23.1(k).
- APP ST8. In the table in ST 25.3, delete the entry “A course as a Postgraduate doctor or dentist”.
- APP ST9. Delete ST 26.7.

### **Changes to Appendix Short-term Student (English language)**

- APP STS1. For STS 5.1, substitute:  
“The applicant must satisfy the decision maker that they are a genuine Short-term Student, which means they:  
  
(a) are genuinely seeking entry for the purpose of undertaking the course of study for which they have demonstrated they have been accepted onto in STS 4.2; and  
(b) will not study in the UK other than for the course of study for which they have demonstrated they have been accepted onto in

- STS 4.2; and
- (c) will not study at an academy or state-funded school; and
  - (d) will leave the UK within 30 days of the end of their English language course, or at the end of 11 months, whichever is sooner; and
  - (e) will not make the UK their main home; and
  - (f) will not work in the UK; and
  - (g) will not engage in any business or professional activities in the UK; and
  - (h) have relied upon funds to meet the Financial Requirement in STS 6.1 to STS 6.4 which are genuinely available to them for the purposes of undertaking the course of study for which they have demonstrated they have been accepted onto in STS 4.2.”.

APP STS2. Delete STS 5.2.

### **Changes to Appendix Child Student**

APP CS1. After CS 5.1, insert:

#### **“Care Requirement for a Child Student**

CS 5A.1. The decision maker must be satisfied that there are appropriate care, living and, where applicable, guardianship arrangements in place for the applicant’s safety whilst in the UK.

CS5A.2. An application for entry clearance or permission to stay must be refused where the Child Student’s nominated guardian, close relative, or private foster carer who has been appointed by the Child Student’s parent, school, or legal guardian to care for their child in the UK, or anyone regularly living with the nominated guardian:

- (a) has been convicted of a criminal offence in the UK or overseas for which they have received a custodial sentence of 12 months or more; or
- (b) is a persistent offender who shows a particular disregard for the law; or
- (c) has committed a criminal offence, or offences, which caused serious harm.

CS5A.3. An application for entry clearance or permission to stay may be refused where the Child Student’s nominated guardian, close relative, or private foster carer, who has been appointed by the Child Student’s parent, school, or legal guardian to care for their child in the UK, or anyone regularly living with the nominated guardian:



- (a) has been convicted of a criminal offence in the UK or overseas for which they have received a custodial sentence of less than 12 months; or
- (b) has been convicted of a criminal offence in the UK or overseas for which they have received a non-custodial sentence, or received an out-of-court disposal that is recorded on their criminal record.”.

APP CS2. For CS 9.3, substitute:

“CS 9.3. If the applicant will be living with a nominated guardian, close relative, or private foster carer, that nominated guardian, close relative or foster carer must be:

- (a) a British citizen; or
- (b) settled in the UK.”.

APP CS3. For CS 9.4, substitute:

“CS 9.4. The Child Student’s nominated guardian, close relative, or private foster carer who has been appointed by the child student’s parent, school, or legal guardian to care for their child in the UK (the intended carer) must provide a letter of undertaking which contains the following information:

- (a) the name, current address and contact details of the intended carer; and
- (b) the address where the intended carer and the Child Student will be living in the UK, if different from the intended carer’s current address; and
- (c) confirmation that the accommodation offered to the Child Student is a private address, and not operated as a commercial enterprise, such as a hotel or a youth hostel; and
- (d) the nature of the relationship between the Child Student’s parent(s) or legal guardian(s) and the intended carer; and
- (e) confirmation that the intended carer agrees to the care arrangements for the Child Student; and
- (f) a list of any other people that the intended carer supports or has offered to support; and
- (g) where the Child Student will be cared for by a nominated guardian, details of the name, registered address and contact details of anyone regularly living with the nominated guardian; and
- (h) if the applicant is not boarding at a residential independent school and instead staying with a close relative or private foster carer, that the carer has at least £570 per month available to look after and

- accommodate the applicant, for each month of the course up to a maximum of 9 months; and
- (i) the intended carer's signature and date of the letter of undertaking.”.

APP CS4. After CS 9.5, insert:

**“Living arrangement requirement for a Child Student**

CS 9A.1. The applicant must demonstrate in their parental consent letter or their intended carer's letter of undertaking that they will enter into one of the following living arrangements in the UK:

- (a) Full boarding at a residential independent school during term time, and outside of term time living with a person who is a British Citizen or settled in the UK and either:
  - (i) a nominated guardian (for a period of less than 28 days); or
  - (ii) a private foster carer; or
  - (iii) a close relative; or
- (b) Weekly boarding at a residential independent school during term time, and at weekends and outside of term time living with a person who is a British Citizen or settled in the UK and either:
  - (i) a private foster carer; or
  - (ii) a close relative; or
- (c) Flexi boarding at a residential independent school and also being cared for by a person who is a British Citizen or settled in the UK and either:
  - (i) a private foster carer; or
  - (ii) a close relative; or
- (d) Living with a private foster carer or close relative who is a British Citizen or settled in the UK; or
- (e) Living with a parent or legal guardian who has permission as a Parent of a Child Student; or
- (f) Aged 16 or 17 and living independently.”.

APP CS5. For CS 10.2, substitute:

“CS 10.2. If the applicant is applying for entry clearance or for permission to stay where they have been in the UK for less than 12 months on the date of application, they must show the following funds:

<b>Living arrangements</b>	<b>Funds Required</b>
<p>Full boarding at a residential independent school during term time, and outside of term time living with a person who is a British Citizen or settled in the UK and either:</p> <ul style="list-style-type: none"> <li>(i) a nominated guardian (for a period of less than 28 days); or</li> <li>(ii) a private foster carer; or</li> <li>(iii) a close relative.</li> </ul>	<p>Sufficient funds to pay the outstanding course fees and boarding fees for one academic year.</p>
<p>Weekly boarding at a residential independent school during term time, and at weekends and outside of term time living with a person who is a British Citizen or settled in the UK and either:</p> <ul style="list-style-type: none"> <li>(i) a private foster carer; or</li> <li>(ii) a close relative.</li> </ul>	<p>Sufficient funds to pay the outstanding course fees and boarding fees for one academic year.</p>
<p>Flexi boarding at a residential independent school and also being cared for by a person who is a British Citizen or settled in the UK and either:</p> <ul style="list-style-type: none"> <li>(i) a private foster carer; or</li> <li>(ii) a close relative.</li> </ul>	<p>Sufficient funds to pay the outstanding course fees and boarding fees for one academic year.</p>
<p>Living with a private foster carer or close relative who is a British Citizen or settled in the UK.</p>	<p>Sufficient funds to pay the outstanding course fees for one academic year. The private foster carer or close relative must have funds of at least £570 per month for each month of the course up to the maximum of 9 months.</p>
<p>Living with a parent or legal guardian who has permission as a Parent of a Child Student.</p>	<p>Sufficient funds to pay the outstanding course fees for one academic year and:</p> <ul style="list-style-type: none"> <li>(a) if no other children are or will be</li> </ul>

	<p>under the parent’s care in the UK at the same time as the applicant, £1,560 per month for each month of the course up to maximum of 9 months; and</p> <p>(b) if there are other children who are or will be under the parent’s care in the UK at the same time as the applicant, £625 per month for each month of the course up to a maximum of 9 months for each child, other than the applicant, being cared for by the parent.</p>
Aged 16 or 17 and living independently.	<p>Sufficient funds to pay the outstanding course fees for one academic year and either:</p> <p>(a) £1334 for each month of the course up to a maximum of 9 months where studying in London; or</p> <p>(b) £1023 for each month of the course up to a maximum of 9 months where studying outside London.</p>

”.

### Changes to Appendix Graduate

APP GR1. Delete GR 5.2(d).

### Changes to Appendix Skilled Worker

APP SW1. In SW 1.2(d), after “3 months”, insert “(or 90 days, where the Certificate of Sponsorship is linked to a Sponsorship Reference Number, disregarding any days during which an edit requested by a sponsor to their Sponsor a Worker submission is being reviewed)”.

APP SW2. In the table following SW 4.4, in the rows containing options H, I, J

and K, for “£23,200”, substitute “£25,000” in each of the four places it occurs.

APP SW3. In SW 6.1, for “subject to SW 6.1A. and SW 6.2”, substitute “subject to SW 6.1A to SW 6.3A”.

APP SW4. After SW 6.1A, insert:

“SW 6.1B. If the applicant is being sponsored for a job with working locations entirely in England in either of the SOC 2020 occupation codes “6135 Care workers and home carers” or “6136 Senior care workers”; and:

- (a) is applying for entry clearance; or
- (b) is applying for permission to stay, and was not last granted permission:
  - (i) as a Skilled Worker, sponsored in either of the SOC 2020 occupation codes in (a), or the SOC 2010 occupation codes “6145 Care workers and home carers” or “6146 Senior care workers”, or
  - (ii) in any other route, and has been legally working for the sponsor in one of these occupation codes for at least the three months ending on the date of application;

the requirements in SW 6.1C must be met.

SW 6.1C. Where SW 6.1B applies:

- (a) the sponsor must have tried to recruit for the job the applicant is being sponsored for, from the pool of Skilled Workers who:
  - (i) are in the UK;
  - (ii) were last sponsored in an occupation code in SW 6.1B; and
  - (iii) are in need of new sponsorship because their sponsor has lost its licence or has not provided sufficient work, or have been identified by the relevant regional or sub-regional partnership (set up for the purpose of delivering activity which prevents and responds to exploitative employment practices with international recruitment of care staff, in the area in which the sponsor is located or recruiting) as a worker requiring assistance in obtaining new sponsorship; and
- (b) the sponsor must provide confirmation from the regional or

- sub-regional partnership in (a)(iii) that the requirement in (a) has been met; and
- (c) the sponsor must confirm that no suitable workers were available from this pool of Skilled Workers.”.

APP SW5. In SW 12.2(c), for “a recognised professional qualification”, substitute “a recognised UK professional qualification”.

APP SW6. In SW 13.2, for “£23,200”, substitute “£25,000”.

APP SW7. After SW 14.2, insert:

“SW 14.2A. Any money paid by the applicant to the sponsor (or a related organisation) will be considered as follows:

- (a) The following payments will be subtracted from salary, unless (c) applies:

- (i) deductions from salary; or
- (ii) repayments of loans; or
- (iii) investments.

- (b) Any such subtractions will be averaged over the length of time the applicant is being sponsored for, for the purpose of salary considerations.

- (c) Money will not be deducted where the payment is not related to business costs, immigration costs or investment, but rather an additional benefit offer which the applicant has a genuine choice whether to take up, for example salary sacrifice arrangements.”.

APP SW8. In SW 14.3, for “£23,200”, substitute “£25,000”.

APP SW9. In SW 14.5, for “a 40-hour working week”, substitute “a 37.5-hour working week”.

APP SW10. For the table following SW 14.5, substitute:

“

<b>SOC 2010 occupation code</b>	<b>Equivalent SOC 2020 occupation code(s)</b>		<b>Going rate – options F and I</b>	<b>90% of going rate – option G</b>	<b>80% of going rate – option H</b>	<b>70% of going rate – option J</b>
2113 Physical scientists	• 2114 Physical scientists		£27,190 (£13.94 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)
2119 Natural and social science professionals not elsewhere classified	• 2119 Natural and social science professionals not elsewhere classified • 2162 Other researchers, unspecified discipline		£27,190 (£13.94 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)
2311 Higher education teaching professionals	• 2162 Other researchers, unspecified discipline • 2311 Higher education teaching professionals • 2322 Education managers		£30,940 (£15.87 per hour)	£27,840 (£14.28 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)

”.

APP SW11. In SW 21.2, after “with permission”, insert “(not as a dependant)”.

APP SW12. For SW 21.2 (g), substitute:

“(g) Tier 1, other than Tier 1 (Graduate Entrepreneur); or”.

APP SW13. In the table following SW 24.3, in the rows containing options D and E, for “£23,200”, substitute “£25,000” in both places it occurs.

APP SW14. In SW 24.4(a), after “£38,700,” insert “£30,960,”.

APP SW15. In SW 24.4(a), for “£23,200”, substitute “£25,000”.

## Changes to Appendix Skilled Occupations

APP SO1. In Table 1, in the columns headed “90% of going rate (SW – Option B)” and “80% of going rate (SW – Option C)”, for the entries in the following rows, substitute “Not applicable”:

- 1211 Managers and proprietors in agriculture and horticulture
- 1212 Managers and proprietors in forestry, fishing and related services
- 1221 Hotel and accommodation managers and proprietors
- 1222 Restaurant and catering establishment managers and proprietors
- 1223 Publicans and managers of licensed premises
- 1224 Leisure and sports managers and proprietors
- 1225 Travel agency managers and proprietors
- 1231 Health care practice managers
- 1232 Residential, day and domiciliary care managers and proprietors
- 1233 Early education and childcare services proprietors
- 1241 Managers in transport and distribution
- 1242 Managers in storage and warehousing
- 1243 Managers in logistics
- 1251 Property, housing and estate managers
- 1252 Garage managers and proprietors
- 1253 Hairdressing and beauty salon managers and proprietors
- 1254 Waste disposal and environmental services managers
- 1255 Managers and directors in the creative industries
- 1256 Betting shop and gambling establishment managers
- 1257 Hire services managers and proprietors
- 1258 Directors in consultancy services
- 1259 Managers and proprietors in other services not elsewhere classified
- 3211 Dispensing opticians
- 3212 Pharmaceutical technicians
- 3221 Youth and community workers
- 3222 Child and early years officers
- 3223 Housing officers
- 3224 Counsellors
- 3229 Welfare and housing associate professionals not elsewhere classified
- 3232 Early education and childcare practitioners
- 3240 Veterinary nurses



- 3312 Police officers (sergeant and below)
- 3313 Fire service officers (watch manager and below)
- 3314 Prison service officers (below principal officer)
- 3319 Protective service associate professionals not elsewhere classified
- 3411 Artists
- 3412 Authors, writers and translators
- 3413 Actors, entertainers and presenters
- 3414 Dancers and choreographers
- 3415 Musicians
- 3416 Arts officers, producers and directors
- 3417 Photographers, audio-visual and broadcasting equipment operators
- 3421 Interior designers
- 3422 Clothing, fashion and accessories designers
- 3429 Design occupations not elsewhere classified
- 3433 Fitness and wellbeing instructors
- 3511 Aircraft pilots and air traffic controllers
- 3512 Ship and hovercraft officers
- 3520 Legal associate professionals
- 3531 Brokers
- 3532 Insurance underwriters
- 3533 Financial and accounting technicians
- 3534 Financial accounts managers
- 3541 Estimators, valuers and assessors
- 3542 Importers and exporters
- 3543 Project support officers
- 3544 Data analysts
- 3549 Business associate professionals not elsewhere classified
- 3551 Buyers and procurement officers
- 3552 Business sales executives
- 3553 Merchandisers
- 3554 Advertising and marketing associate professionals
- 3555 Estate agents and auctioneers
- 3556 Sales accounts and business development managers
- 3557 Events managers and organisers
- 3560 Public services associate professionals
- 3571 Human resources and industrial relations officers
- 3572 Careers advisers and vocational guidance specialists
- 3573 Information technology trainers
- 3574 Other vocational and industrial trainers
- 3581 Inspectors of standards and regulations

- 3582 Health and safety managers and officers
- 4111 National government administrative occupations
- 4112 Local government administrative occupations
- 4113 Officers of non-governmental organisations
- 4121 Credit controllers
- 4122 Book-keepers, payroll managers and wages clerks
- 4124 Finance officers
- 4129 Financial administrative occupations not elsewhere classified
- 4132 Pensions and insurance clerks and assistants
- 4134 Transport and distribution clerks and assistants
- 4141 Office managers
- 4143 Customer service managers
- 4151 Sales administrators
- 4159 Other administrative occupations not elsewhere classified
- 4214 Company secretaries and administrators
- 4215 Personal assistants and other secretaries
- 5111 Farmers
- 5112 Horticultural trades
- 5113 Gardeners and landscape gardeners
- 5114 Groundsmen and greenkeepers
- 5119 Agricultural and fishing trades not elsewhere classified
- 5211 Sheet metal workers
- 5212 Metal plate workers, smiths, moulders and related occupations
- 5213 Welding trades
- 5214 Pipe fitters
- 5221 Metal machining setters and setter-operators
- 5222 Tool makers, tool fitters and markers-out
- 5223 Metal working production and maintenance fitters
- 5224 Precision instrument makers and repairers
- 5225 Air-conditioning and refrigeration installers and repairers
- 5231 Vehicle technicians, mechanics and electricians
- 5232 Vehicle body builders and repairers
- 5233 Vehicle paint technicians
- 5234 Aircraft maintenance and related trades
- 5235 Boat and ship builders and repairers
- 5236 Rail and rolling stock builders and repairers
- 5241 Electricians and electrical fitters
- 5242 Telecoms and related network installers and repairers
- 5243 TV, video and audio servicers and repairers
- 5244 Computer system and equipment installers and servicers

- 5245 Security system installers and repairers
- 5246 Electrical service and maintenance mechanics and repairers
- 5249 Electrical and electronic trades not elsewhere classified
- 5250 Skilled metal, electrical and electronic trades supervisors
- 5311 Steel erectors
- 5312 Stonemasons and related trades
- 5313 Bricklayers
- 5314 Roofers, roof tilers and slaters
- 5315 Plumbers and heating and ventilating installers and repairers
- 5316 Carpenters and joiners
- 5317 Glaziers, window fabricators and fitters
- 5319 Construction and building trades not elsewhere classified
- 5321 Plasterers
- 5322 Floorers and wall tilers
- 5323 Painters and decorators
- 5330 Construction and building trades supervisors
- 5411 Upholsterers
- 5412 Footwear and leather working trades
- 5413 Tailors and dressmakers
- 5419 Textiles, garments and related trades not elsewhere classified
- 5421 Pre-press technicians
- 5422 Printers
- 5423 Print finishing and binding workers
- 5431 Butchers
- 5432 Bakers and flour confectioners
- 5433 Fishmongers and poultry dressers
- 5434 Chefs
- 5436 Catering and bar managers
- 5441 Glass and ceramics makers, decorators and finishers
- 5442 Furniture makers and other craft woodworkers
- 5443 Florists
- 5449 Other skilled trades not elsewhere classified
- 6111 Early education and childcare assistants
- 6114 Childminders
- 6117 Playworkers
- 6129 Animal care services occupations not elsewhere classified
- 6134 Houseparents and residential wardens
- 6135 Care workers and home carers
- 6136 Senior care workers
- 6213 Air travel assistants

- 6214 Rail travel assistants
- 6311 Police community support officers
- 7124 Market and street traders and assistants
- 7131 Shopkeepers and owners - retail and wholesale
- 7132 Sales supervisors - retail and wholesale
- 7214 Market research interviewers
- 7220 Customer service supervisors
- 8113 Chemical and related process operatives
- 8133 Energy plant operatives
- 8134 Water and sewerage plant operatives
- 8143 Routine inspectors and testers
- 8215 Driving instructors
- 8232 Marine and waterways transport operatives
- 9119 Fishing and other elementary agriculture occupations not elsewhere classified
- 9249 Elementary sales occupations not elsewhere classified.

APP SO2. In the opening text above Table 2, for “£11.90”, substitute “£12.82” in each of the three places it occurs.

APP SO3. For Table 2, substitute:

“

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
1111 Chief executives and senior officials	1115, 1172	<ul style="list-style-type: none"> <li>• Chairpersons</li> <li>• Chief executives</li> <li>• Diplomats and foreign office officials</li> <li>• Senior public service officials</li> <li>• Chief executives and senior officials not elsewhere classified</li> </ul>	£54,700 (£28.05 per hour)	£49,230 (£25.25 per hour)	£43,760 (£22.44 per hour)	£38,290 (£19.64 per hour)	Yes	Yes
1121 Production managers and directors in	1121	<ul style="list-style-type: none"> <li>• Production managers and directors in manufacturing</li> </ul>	£37,100 (£19.03 per hour)	£33,390 (£17.12 per hour)	£29,680 (£15.22 per hour)	£25,970 (£13.32 per hour)	Yes	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
manufacturing								
1122 Production managers and directors in construction	1122	<ul style="list-style-type: none"> <li>• Production managers and directors in construction</li> </ul>	£38,200 (£19.59 per hour)	£34,380 (£17.63 per hour)	£30,560 (£15.67 per hour)	£26,740 (£13.71 per hour)	Yes	Yes
1123 Production managers and directors in mining and energy	1123	<ul style="list-style-type: none"> <li>• Managers and directors in the extraction of fossil fuels</li> <li>• Managers and directors in the production of energy</li> <li>• Production managers and directors in mining and energy not elsewhere classified</li> </ul>	£40,900 (£20.97 per hour)	£36,810 (£18.88 per hour)	£32,720 (£16.78 per hour)	£28,630 (£14.68 per hour)	Yes	Yes
1131 Financial managers and directors	1131, 1150	<ul style="list-style-type: none"> <li>• Bank, building society and post office managers</li> <li>• Company secretaries and finance managers and directors</li> <li>• Investment bankers and directors</li> <li>• Financial managers and directors not elsewhere classified</li> </ul>	£45,000 (£23.08 per hour)	£40,500 (£20.77 per hour)	£36,000 (£18.46 per hour)	£31,500 (£16.15 per hour)	Yes	Yes
1132 Marketing, sales and advertising directors	1132, 1134	<ul style="list-style-type: none"> <li>• Advertising and marketing directors</li> <li>• Sales directors</li> <li>• Marketing, sales and advertising directors not elsewhere classified</li> </ul>	£55,600 (£28.51 per hour)	£50,040 (£25.66 per hour)	£44,480 (£22.81 per hour)	£38,920 (£19.96 per hour)	Yes	Yes
1133 Public	1132, 1134	<ul style="list-style-type: none"> <li>• Public relations and</li> </ul>	£62,800	£56,520	£50,240	£43,960	Yes	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
relations and communication s directors		communications directors	(£32.21 per hour)	(£28.98 per hour)	(£25.76 per hour)	(£22.54 per hour)		
1134 Purchasing managers and directors	1133	<ul style="list-style-type: none"> <li>• Estimating managers and directors</li> <li>• Procurement and purchasing managers and directors</li> <li>• Purchasing managers and directors not elsewhere classified</li> </ul>	£37,000 (£18.97 per hour)	£33,300 (£17.08 per hour)	£29,600 (£15.18 per hour)	£25,900 (£13.28 per hour)	Yes	Yes
1135 Charitable organisation managers and directors	1139, 1184	• Charitable organisation managers and directors	£33,200 (£17.03 per hour)	£29,880 (£15.32 per hour)	£26,560 (£13.62 per hour)	£23,240 (£11.92 per hour)	Yes	Yes
1136 Human resource managers and directors	1135	<ul style="list-style-type: none"> <li>• Employee relations managers</li> <li>• Equality, diversity and inclusion managers</li> <li>• Learning and development managers and directors</li> <li>• Recruitment managers and directors</li> <li>• Human resources managers and directors not elsewhere classified</li> </ul>	£39,400 (£20.21 per hour)	£35,460 (£18.18 per hour)	£31,520 (£16.16 per hour)	£27,580 (£14.14 per hour)	Yes	Yes
1137 Information technology directors	1136, 2134, 3561	<ul style="list-style-type: none"> <li>• Information security directors</li> <li>• Information technology operations directors</li> </ul>	£58,800 (£30.15 per hour)	£52,920 (£27.14 per hour)	£47,040 (£24.12 per hour)	£41,160 (£21.11 per hour)	Yes	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
		<ul style="list-style-type: none"> <li>• Information technology programme managers and directors</li> <li>• Information technology technical directors</li> <li>• Information technology directors not elsewhere classified</li> </ul>						
1139 Functional managers and directors not elsewhere classified	1139, 1223, 2424	<ul style="list-style-type: none"> <li>• Accounts directors</li> <li>• Administration directors</li> <li>• Complaints and customer service directors</li> <li>• Events directors</li> <li>• Intellectual property managers and directors</li> <li>• Municipal clerks</li> <li>• Research and development (R&amp;D) directors</li> <li>• Functional managers and directors not elsewhere classified</li> </ul>	£48,800 (£25.03 per hour)	£43,920 (£22.52 per hour)	£39,040 (£20.02 per hour)	£34,160 (£17.52 per hour)	Yes	Yes
1140 Directors in logistics, warehousing and transport	1133, 1161, 1162	<ul style="list-style-type: none"> <li>• Supply chain directors</li> <li>• Directors in logistics, warehousing and transport not elsewhere classified</li> </ul>	£36,900 (£18.92 per hour)	£33,210 (£17.03 per hour)	£29,520 (£15.14 per hour)	£25,830 (£13.25 per hour)	Yes	Yes
1150 Managers and directors in	1121, 1190, 3545	<ul style="list-style-type: none"> <li>• Managers and directors in retail and</li> </ul>	£26,200 (£13.44 per hour)	£23,580 (£12.09 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	Yes	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
retail and wholesale		wholesale	hour)	hour)	per hour)	per hour)		
1162 Senior police officers	1172	<ul style="list-style-type: none"> <li>• Chief, deputy chief and assistant chief constables</li> <li>• Chief inspectors</li> <li>• Chief superintendents</li> <li>• Senior police officers not elsewhere classified</li> </ul>	£55,300 (£28.36 per hour)	£49,770 (£25.52 per hour)	£44,240 (£22.69 per hour)	£38,710 (£19.85 per hour)	Yes	Yes
1163 Senior officers in fire, ambulance, prison and related services	1173	<ul style="list-style-type: none"> <li>• Senior officers in ambulance services</li> <li>• Senior officers in fire services</li> <li>• Senior officers in immigration services</li> <li>• Senior officers in prison services</li> <li>• Senior officers in revenue and customs</li> </ul>	£46,300 (£23.74 per hour)	£41,670 (£21.37 per hour)	£37,040 (£18.99 per hour)	£32,410 (£16.62 per hour)	Yes	Yes
1171 Health services and public health managers and directors	1181	<ul style="list-style-type: none"> <li>• Clinical governance and information managers</li> <li>• Healthcare service managers and directors</li> <li>• Health services and public health managers and directors not elsewhere classified</li> </ul>	£36,900 (£18.92 per hour)	£33,210 (£17.03 per hour)	£29,520 (£15.14 per hour)	£25,830 (£13.25 per hour)	Yes	Yes
1172 Social services managers and directors	1184, 1242	<ul style="list-style-type: none"> <li>• Social services managers and directors</li> </ul>	£33,500 (£17.18 per hour)	£30,150 (£15.46 per hour)	£26,800 (£13.74 per hour)	£23,450 (£12.03 per hour)	Yes	Yes
1211 Managers	1211	<ul style="list-style-type: none"> <li>• Managers and</li> </ul>	£28,700	Not	Not	£25,000	No	No



SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
and proprietors in agriculture and horticulture		proprietors in agriculture and horticulture	(£14.72 per hour)	applicable	applicable	(£12.82 per hour)		
1212 Managers and proprietors in forestry, fishing and related services	1213, 5223	<ul style="list-style-type: none"> <li>• Cattery and kennel managers and proprietors</li> <li>• Fisheries managers and proprietors</li> <li>• Forestry managers</li> <li>• Livery yard and stud farm managers and proprietors</li> <li>• Racehorse trainers</li> <li>• Managers and proprietors in forestry, fishing and related services not elsewhere classified</li> </ul>	£25,200 (£12.92 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
1221 Hotel and accommodation managers and proprietors	1221	• Hotel and accommodation managers and proprietors	£27,000 (£13.85 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
1222 Restaurant and catering establishment managers and proprietors	1223	<ul style="list-style-type: none"> <li>• Café and restaurant managers and proprietors</li> <li>• Catering operations managers</li> <li>• Takeaway managers and proprietors</li> <li>• Restaurant and catering establishment managers and proprietors not elsewhere classified</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
1223 Publicans and managers	1224	• Publicans and managers of licensed	£28,000 (£14.36 per	Not applicable	Not applicable	£25,000 (£12.82	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
of licensed premises		premises	hour)			per hour)		
1224 Leisure and sports managers and proprietors	1225, 1253	<ul style="list-style-type: none"> <li>• Cinema managers and proprietors</li> <li>• Golf course managers</li> <li>• Gym, fitness and leisure services managers and proprietors</li> <li>• Marina managers</li> <li>• Museum managers and proprietors</li> <li>• Parks and gardens managers</li> <li>• Theatre managers (excludes hospital service)</li> <li>• Leisure and sports managers and proprietors not elsewhere classified</li> </ul>	£26,400 (£13.54 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
1225 Travel agency managers and proprietors	1226	<ul style="list-style-type: none"> <li>• Travel agency managers and proprietors</li> </ul>	£26,700 (£13.69 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
1231 Health care practice managers	1241	<ul style="list-style-type: none"> <li>• Dental practice managers</li> <li>• Medical practice managers</li> <li>• Opticians managers</li> <li>• Veterinary practice managers</li> <li>• Health care practice managers not elsewhere classified</li> </ul>	£31,300 (£16.05 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
1232 Residential, day	1121, 1184, 1242, 1259	<ul style="list-style-type: none"> <li>• Day care managers</li> <li>• Home care</li> </ul>	£28,700 (£14.72 per hour)	Not applicable	Not applicable	£25,000 (£12.82	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
and domiciliary care managers and proprietors		managers • Residential care managers and proprietors • Residential, day and domiciliary care managers and proprietors not elsewhere classified	hour)			per hour)		
1233 Early education and childcare services proprietors	1259, 2319, 6121	• Early education and childcare services proprietors	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
1241 Managers in transport and distribution	1139, 1150, 1161, 1162, 4161	• Airport managers • Depot and fleet managers • Dispatch and distribution managers • Harbour and port managers • Road traffic managers • Managers in transport and distribution not elsewhere classified	£31,900 (£16.36 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	Yes
1242 Managers in storage and warehousing	1162	• Managers in storage and warehousing	£26,800 (£13.74 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
1243 Managers in logistics	1133, 1161, 1162	• Managers in logistics	£34,500 (£17.69 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
1251 Property, housing and estate managers	1251	• Facilities managers • Landlords, property and housing managers • Property investors	£29,500 (£15.13 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
		and developers • Sales and lettings managers • Shopping centre managers • Property, housing and estate managers not elsewhere classified						
1252 Garage managers and proprietors	1252	• Garage managers and proprietors	£28,900 (£14.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
1253 Hairdressing and beauty salon managers and proprietors	1253	• Beauty salon managers and proprietors • Hairdressing managers and proprietors • Hairdressing and beauty salon managers and proprietors not elsewhere classified	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
1254 Waste disposal and environmental services managers	1255	• Landfill site managers • Recycling managers • Scrap yard managers • Sewage works and water treatment managers • Waste disposal and environmental services managers not elsewhere classified	£28,900 (£14.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	Yes
1255 Managers	1121, 1134,	• Art gallery	£28,900	Not	Not	£25,000	No	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
and directors in the creative industries	1139, 1225, 1259, 2435, 3416	managers and directors <ul style="list-style-type: none"> <li>• Film and television production managers</li> <li>• Publishing managers and directors</li> <li>• Radio production managers</li> <li>• Sport and talent agents</li> <li>• Theatre production managers</li> <li>• Managers and directors in the creative industries not elsewhere classified</li> </ul>	(£14.82 per hour)	applicable	applicable	(£12.82 per hour)		
1256 Betting shop and gambling establishment managers	1225, 1259	<ul style="list-style-type: none"> <li>• Betting shop managers</li> <li>• Bingo hall managers</li> <li>• Casino managers</li> <li>• Betting shop and gambling establishment managers not elsewhere classified</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
1257 Hire services managers and proprietors	1255, 1259	<ul style="list-style-type: none"> <li>• Hire services managers and proprietors</li> </ul>	£26,400 (£13.54 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
1258 Directors in consultancy services	1259	<ul style="list-style-type: none"> <li>• Design consultancy directors</li> <li>• Environmental consultancy directors</li> <li>• Management consultancy directors</li> </ul>	£28,900 (£14.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
		<ul style="list-style-type: none"> <li>• Surveying consultancy directors</li> <li>• Directors in consultancy services not elsewhere classified</li> </ul>						
1259 Managers and proprietors in other services not elsewhere classified	1139, 1259	<ul style="list-style-type: none"> <li>• Cleaning and hygiene services managers and proprietors</li> <li>• Educational establishment managers and proprietors</li> <li>• Funeral services and crematorium managers and proprietors</li> <li>• Library managers</li> <li>• Recruitment agency managers and proprietors</li> <li>• Security services managers and proprietors</li> <li>• Managers and proprietors in other services not elsewhere classified</li> </ul>	£26,700 (£13.69 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
2111 Chemical scientists	2111, 3111	<ul style="list-style-type: none"> <li>• Analytical chemists</li> <li>• Industrial chemists</li> <li>• Nuclear and radiochemists</li> <li>• Research and development chemists</li> <li>• Chemical scientists not elsewhere</li> </ul>	£29,600 (£15.18 per hour)	£26,640 (£13.66 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
		classified						
2112 Biological scientists	2112	<ul style="list-style-type: none"> <li>• Agricultural scientists</li> <li>• Biologists</li> <li>• Botanical and horticultural scientists</li> <li>• Microbiologists and bacteriologists</li> <li>• Pathologists</li> <li>• Pharmacologists</li> <li>• Zoological scientists</li> <li>• Biological scientists not elsewhere classified</li> </ul>	£28,100 (£14.41 per hour)	£25,290 (£12.97 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes	Yes
2113 Biochemists and biomedical scientists	2112, 3111, 3319	<ul style="list-style-type: none"> <li>• Biochemists</li> <li>• Biomedical scientists</li> <li>• Biotechnologists</li> <li>• Clinical scientists</li> <li>• Biochemists and biomedical scientists not elsewhere classified</li> </ul>	£36,700 (£18.82 per hour)	£33,030 (£16.94 per hour)	£29,360 (£15.06 per hour)	£25,690 (£13.17 per hour)	Yes	Yes
2114 Physical scientists	2113	<ul style="list-style-type: none"> <li>• Geologists</li> <li>• Geophysicists</li> <li>• Hydrogeologists and hydrologists</li> <li>• Meteorologists</li> <li>• Physical scientists not elsewhere classified</li> </ul>	£32,100 (£16.46 per hour)	£28,890 (£14.82 per hour)	£25,680 (£13.17 per hour)	£25,000 (£12.82 per hour)	Yes	Yes
2115 Social and humanities scientists	2114	<ul style="list-style-type: none"> <li>• Anthropologists</li> <li>• Archaeologists</li> <li>• Behavioural scientists</li> <li>• Epidemiologists</li> </ul>	£25,200 (£12.92 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
		<ul style="list-style-type: none"> <li>• Genealogists</li> <li>• Geographic information systems (GIS) analysts</li> <li>• Historians</li> <li>• Political scientists</li> <li>• Public health analysts</li> <li>• Social and humanities scientists not elsewhere classified</li> </ul>						
2119 Natural and social science professionals not elsewhere classified	2119, 2426, 3111	<ul style="list-style-type: none"> <li>• Sports scientists</li> <li>• Natural and social science professionals not elsewhere classified</li> </ul>	£32,000 (£16.41 per hour)	£28,800 (£14.77 per hour)	£25,600 (£13.13 per hour)	£25,000 (£12.82 per hour)	Yes	0
Note: For Skilled Worker purposes, SOC 2020 occupation code 2119 includes researchers in research organisations other than universities.								
2121 Civil engineers	2121, 2122, 2126	<ul style="list-style-type: none"> <li>• Building and building services engineers</li> <li>• Geotechnical engineers</li> <li>• Mining engineers</li> </ul>	£35,300 (£18.10 per hour)	£31,770 (£16.29 per hour)	£28,240 (£14.48 per hour)	£25,000 (£12.82 per hour)	Yes	Yes



SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
		<ul style="list-style-type: none"> <li>• Structural engineers</li> <li>• Transportation engineers</li> <li>• Water engineers (professional)</li> <li>• Civil engineers not elsewhere classified</li> </ul>						
2122 Mechanical engineers	2122, 2126	<ul style="list-style-type: none"> <li>• Automotive engineers (professional)</li> <li>• Marine engineers and naval architects</li> <li>• Mechanical design engineers</li> <li>• Mechanical engineers not elsewhere classified</li> </ul>	£35,600 (£18.26 per hour)	£32,040 (£16.43 per hour)	£28,480 (£14.61 per hour)	£25,000 (£12.82 per hour)	Yes	Yes
2123 Electrical engineers	2123, 2126	<ul style="list-style-type: none"> <li>• Laser engineers</li> <li>• Power systems engineers</li> <li>• Railway signalling engineers</li> <li>• Electrical engineers not elsewhere classified</li> </ul>	£43,900 (£22.51 per hour)	£39,510 (£20.26 per hour)	£35,120 (£18.01 per hour)	£30,730 (£15.76 per hour)	Yes	Yes
2124 Electronics engineers	2124, 2126, 5242	<ul style="list-style-type: none"> <li>• Broadcast engineers (professional)</li> <li>• Telecommunications engineers (professional)</li> <li>• Electronics engineers not elsewhere classified</li> </ul>	£41,900 (£21.49 per hour)	£37,710 (£19.34 per hour)	£33,520 (£17.19 per hour)	£29,330 (£15.04 per hour)	Yes	Yes
2125 Production and	2127, 5224	<ul style="list-style-type: none"> <li>• Chemical engineers</li> <li>• Control and</li> </ul>	£35,700 (£18.31 per hour)	£32,130 (£16.48 per hour)	£28,560 (£14.65 per hour)	£25,000 (£12.82 per hour)	Yes	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
process engineers		instrumentation engineers • Industrial and production engineers • Production and process engineers not elsewhere classified	hour)	hour)	per hour)	per hour)		
2126 Aerospace engineers	2122, 2124, 2126, 2129, 5223	• Aeronautical engineers (professional) • Aircraft engineers (professional) • Avionics engineers • Aerospace engineers not elsewhere classified	£38,400 (£19.69 per hour)	£34,560 (£17.72 per hour)	£30,720 (£15.75 per hour)	£26,880 (£13.78 per hour)	Yes	Yes
2127 Engineering project managers and project engineers	2129	• Engineering project managers and project engineers	£39,400 (£20.21 per hour)	£35,460 (£18.18 per hour)	£31,520 (£16.16 per hour)	£27,580 (£14.14 per hour)	Yes	Yes
2129 Engineering professionals not elsewhere classified	2126, 2129, 2135	• Acoustic engineers • Biomedical engineers • Brewers (qualified) • Clinical Engineers • Energy engineers • Food technologists • Gas engineers (professional) • Heating and ventilating engineers (professional) • Materials engineers • Mechatronic engineers • Nuclear engineers	£34,400 (£17.64 per hour)	£30,960 (£15.88 per hour)	£27,520 (£14.11 per hour)	£25,000 (£12.82 per hour)	Yes	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
		<ul style="list-style-type: none"> <li>• Patent engineers</li> <li>• Robotics engineers</li> <li>• Traffic engineers</li> <li>• Engineering professionals not elsewhere classified</li> </ul>						
2131 IT project managers	2134	<ul style="list-style-type: none"> <li>• IT project managers</li> </ul>	£41,300 (£21.18 per hour)	£37,170 (£19.06 per hour)	£33,040 (£16.94 per hour)	£28,910 (£14.83 per hour)	Yes	Yes
2132 IT managers	2133	<ul style="list-style-type: none"> <li>• IT information managers</li> <li>• IT product managers</li> <li>• IT service delivery managers</li> <li>• IT systems managers</li> <li>• IT test managers</li> <li>• Network managers</li> <li>• Software development managers</li> <li>• Technical support managers</li> <li>• IT managers not elsewhere classified</li> </ul>	£40,900 (£20.97 per hour)	£36,810 (£18.88 per hour)	£32,720 (£16.78 per hour)	£28,630 (£14.68 per hour)	Yes	Yes
2133 IT business analysts, architects and systems designers	2135, 2137	<ul style="list-style-type: none"> <li>• Computer analysts and scientists</li> <li>• Data architects</li> <li>• Data engineers</li> <li>• IT systems architects</li> <li>• IT business analysts</li> <li>• IT solutions architects and designers</li> <li>• IT business</li> </ul>	£39,300 (£20.15 per hour)	£35,370 (£18.14 per hour)	£31,440 (£16.12 per hour)	£27,510 (£14.11 per hour)	Yes	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
		analysts, architects and systems designers not elsewhere classified						
2134 Programmers and software development professionals	2135, 2136, 2137, 2139, 3422	<ul style="list-style-type: none"> <li>• Computer games designers</li> <li>• Computer programmers</li> <li>• Software developers</li> <li>• Programmers and software development professionals not elsewhere classified</li> </ul>	£36,300 (£18.62 per hour)	£32,670 (£16.75 per hour)	£29,040 (£14.89 per hour)	£25,410 (£13.03 per hour)	Yes	Yes
2135 Cyber security professionals	2139, 2426	<ul style="list-style-type: none"> <li>• Cyber operational defence specialists</li> <li>• Cyber security management and governance specialists</li> <li>• Forensic computer specialists</li> <li>• Secure system development specialists</li> <li>• Cyber security professionals not elsewhere classified</li> </ul>	£35,100 (£18.00 per hour)	£31,590 (£16.20 per hour)	£28,080 (£14.40 per hour)	£25,000 (£12.82 per hour)	Yes	Yes
2136 IT quality and testing professionals	2139, 2461	<ul style="list-style-type: none"> <li>• IT quality and testing professionals</li> </ul>	£31,100 (£15.95 per hour)	£27,990 (£14.35 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes	Yes
2137 IT network professionals	2139	<ul style="list-style-type: none"> <li>• IT network professionals</li> </ul>	£36,000 (£18.46 per hour)	£32,400 (£16.62 per hour)	£28,800 (£14.77 per hour)	£25,200 (£12.92 per hour)	Yes	Yes
2139 Information technology	2137, 2139	<ul style="list-style-type: none"> <li>• DevOps engineers</li> <li>• IT consultants</li> <li>• Webmasters and</li> </ul>	£31,600 (£16.21 per hour)	£28,440 (£14.58 per hour)	£25,280 (£12.96 per hour)	£23,200 (£11.90 per hour)	Yes	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
professionals not elsewhere classified		website managers • Information technology professionals not elsewhere classified						
2141 Web design professionals	2136, 2137	• Application designers • UI and UX designers and researchers • Web designers • Web design professionals not elsewhere classified	£29,000 (£14.87 per hour)	£26,100 (£13.38 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes	Yes
2142 Graphic and multimedia designers	2431, 3411, 3421, 3422, 3550, 5421	• Multimedia animators • Graphic and multimedia designers not elsewhere classified	£25,100 (£12.87 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes	Yes
2151 Conservation professionals	2141	• Conservationists • Ecologists • Heritage officers • Conservation professionals not elsewhere classified	£30,600 (£15.69 per hour)	£27,540 (£14.12 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes	Yes
2152 Environment professionals	2142, 3550	• Energy managers • Environmental and geo-environmental engineers • Environmental consultants • Environmental scientists • Sustainability officers • Environmental professionals not	£30,300 (£15.54 per hour)	£27,270 (£13.98 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
		elsewhere classified						
2161 Research and development (r&d) managers	1139, 2150	<ul style="list-style-type: none"> <li>Laboratory managers</li> <li>Research and development (R&amp;D) design managers</li> <li>Research and development (R&amp;D) managers not elsewhere classified</li> </ul>	£37,800 (£19.38 per hour)	£34,020 (£17.45 per hour)	£30,240 (£15.51 per hour)	£26,460 (£13.57 per hour)	Yes	Yes
2162 Other researchers, unspecified discipline	2119, 2426	<ul style="list-style-type: none"> <li>Other researchers, unspecified discipline</li> </ul>	£35,000 (£17.95 per hour)	£31,500 (£16.15 per hour)	£28,000 (£14.36 per hour)	£25,000 (£12.82 per hour)	Yes	Yes
2240 Veterinarians	2216	<ul style="list-style-type: none"> <li>Veterinarians</li> </ul>	£39,600 (£20.31 per hour)	£35,640 (£18.28 per hour)	£31,680 (£16.25 per hour)	£27,720 (£14.22 per hour)	Yes	Yes
2311 Higher education teaching professionals	2311, 2312	<ul style="list-style-type: none"> <li>Higher education teaching professionals</li> </ul>	£38,100 (£19.54 per hour)	£34,290 (£17.58 per hour)	£30,480 (£15.63 per hour)	£26,670 (£13.68 per hour)	Yes	Yes
2317 Teachers of english as a foreign language	2319	<ul style="list-style-type: none"> <li>Teachers of English as a Foreign Language</li> </ul>	£27,200 (£13.95 per hour)	£24,480 (£12.55 per hour)	£23,200 (£11.90 per hour)	£25,000 (£12.82 per hour)	Yes	Yes
2319 Teaching professionals not elsewhere classified	2319, 3413, 3414	<ul style="list-style-type: none"> <li>Adult education tutors</li> <li>Dance and drama school principals and owners</li> <li>Private music and singing teachers</li> <li>Private tutors</li> <li>Teaching professionals not elsewhere classified</li> </ul>	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes	Yes
2322 Education managers	1259, 2317, 2319	<ul style="list-style-type: none"> <li>Education managers</li> </ul>	£33,200 (£17.03 per hour)	£29,880 (£15.32 per hour)	£26,560 (£13.62 per hour)	£25,000 (£12.82 per hour)	Yes	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
			hour)	hour)	per hour)	per hour)		
2323 Education advisers and school inspectors	2318, 2319	<ul style="list-style-type: none"> <li>• Educational advisers</li> <li>• School inspectors</li> </ul>	£30,700 (£15.74 per hour)	£27,630 (£14.17 per hour)	£24,560 (£12.59 per hour)	£25,000 (£12.82 per hour)	Yes	Yes
2324 Early education and childcare services managers	1225, 1242, 1259, 2319, 6121	<ul style="list-style-type: none"> <li>• Early education and childcare services managers</li> </ul>	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes	No
2329 Other educational professionals not elsewhere classified	2317, 2319	<ul style="list-style-type: none"> <li>• Bursars</li> <li>• Educational administrators</li> <li>• Examiners and markers</li> <li>• Other educational professionals not elsewhere classified</li> </ul>	£33,600 (£17.23 per hour)	£30,240 (£15.51 per hour)	£26,880 (£13.78 per hour)	£25,000 (£12.82 per hour)	Yes	Yes
2411 Barristers and judges	2412	<ul style="list-style-type: none"> <li>• Barristers and advocates</li> <li>• Judges</li> <li>• Barristers and judges not elsewhere classified</li> </ul>	£30,100 (£15.44 per hour)	£27,090 (£13.89 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes	Yes
2412 Solicitors and lawyers	2413, 2419	<ul style="list-style-type: none"> <li>• Commercial solicitors and lawyers</li> <li>• Criminal solicitors and lawyers</li> <li>• Family solicitors and lawyers</li> <li>• Property solicitors and lawyers</li> <li>• Solicitors and lawyers not elsewhere classified</li> </ul>	£37,700 (£19.33 per hour)	£33,930 (£17.40 per hour)	£30,160 (£15.47 per hour)	£26,390 (£13.53 per hour)	Yes	Yes
2419 Legal professionals not elsewhere	2419, 3520	<ul style="list-style-type: none"> <li>• Conveyancers</li> <li>• Litigation executives</li> </ul>	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
classified		<ul style="list-style-type: none"> <li>• Paralegals</li> <li>• Patent and trademark attorneys</li> <li>• Legal professionals not elsewhere classified</li> </ul>						
2421 Chartered and certified accountants	2421	<ul style="list-style-type: none"> <li>• Auditors (qualified accountant)</li> <li>• Financial accountants (qualified)</li> <li>• Forensic accountants</li> <li>• Fund accountants</li> <li>• Insolvency practitioners</li> <li>• Chartered and certified accountants not elsewhere classified</li> </ul>	£33,900 (£17.38 per hour)	£30,510 (£15.65 per hour)	£27,120 (£13.91 per hour)	£25,000 (£12.82 per hour)	Yes	Yes
2422 Finance and investment analysts and advisers	3534, 3537	<ul style="list-style-type: none"> <li>• Credit analysts</li> <li>• Financial advisers and planners</li> <li>• Financial analysts</li> <li>• Mortgage advisers</li> <li>• Finance and investment analysts and advisers not elsewhere classified</li> </ul>	£32,100 (£16.46 per hour)	£28,890 (£14.82 per hour)	£25,680 (£13.17 per hour)	£25,000 (£12.82 per hour)	Yes	Yes
2423 Taxation experts	3535	<ul style="list-style-type: none"> <li>• Taxation experts</li> </ul>	£33,900 (£17.38 per hour)	£30,510 (£15.65 per hour)	£27,120 (£13.91 per hour)	£25,000 (£12.82 per hour)	Yes	Yes
2431 Management consultants and business analysts	1255, 2423	<ul style="list-style-type: none"> <li>• Business analysts and consultants</li> <li>• Management advisers and consultants</li> <li>• Risk analysts</li> </ul>	£36,200 (£18.56 per hour)	£32,580 (£16.71 per hour)	£28,960 (£14.85 per hour)	£25,340 (£12.99 per hour)	Yes	Yes



SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
		<ul style="list-style-type: none"> <li>• Management consultants and business analysts not elsewhere classified</li> </ul>						
2432 Marketing and commercial managers	3545	<ul style="list-style-type: none"> <li>• Commercial managers</li> <li>• Marketing managers</li> <li>• Marketing and commercial managers not elsewhere classified</li> </ul>	£37,000 (£18.97 per hour)	£33,300 (£17.08 per hour)	£29,600 (£15.18 per hour)	£25,900 (£13.28 per hour)	Yes	Yes
2433 Actuaries, economists and statisticians	2425	<ul style="list-style-type: none"> <li>• Actuaries and actuarial analysts</li> <li>• Economists</li> <li>• Mathematicians</li> <li>• Statistical data scientists</li> <li>• Statisticians</li> <li>• Actuaries, economists and statisticians not elsewhere classified</li> </ul>	£37,300 (£19.13 per hour)	£33,570 (£17.22 per hour)	£29,840 (£15.30 per hour)	£26,110 (£13.39 per hour)	Yes	Yes
2434 Business and related research professionals	2426, 3319, 3543	<ul style="list-style-type: none"> <li>• Intelligence analysts</li> <li>• Researchers in media and entertainment</li> <li>• Business and related research professionals not elsewhere classified</li> </ul>	£30,600 (£15.69 per hour)	£27,540 (£14.12 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes	Yes
2435 Professional/chartered company secretaries	2429, 4214	<ul style="list-style-type: none"> <li>• Professional/chartered company secretaries</li> </ul>	£32,800 (£16.82 per hour)	£29,520 (£15.14 per hour)	£26,240 (£13.46 per hour)	£25,000 (£12.82 per hour)	Yes	Yes
2439 Business,	2429, 4215	<ul style="list-style-type: none"> <li>• Policy officers</li> </ul>	£41,000	£36,900	£32,800	£28,700	Yes	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
research and administrative professionals not elsewhere classified		• Business, research and administrative professionals not elsewhere classified	(£21.03 per hour)	(£18.92 per hour)	(£16.82 per hour)	(£14.72 per hour)		
2440 Business and financial project management professionals	2424, 3545	• Business change managers • Clinical trials coordinators • Risk managers • Business and financial project management professionals not elsewhere classified	£41,100 (£21.08 per hour)	£36,990 (£18.97 per hour)	£32,880 (£16.86 per hour)	£28,770 (£14.75 per hour)	Yes	Yes
2451 Architects	2431	• Architects • Landscape architects and designers	£38,800 (£19.90 per hour)	£34,920 (£17.91 per hour)	£31,040 (£15.92 per hour)	£27,160 (£13.93 per hour)	Yes	Yes
2452 Chartered architectural technologists, planning officers and consultants	2431, 2432, 2435, 3121, 3122	• Chartered architectural technologists • Town planning officers • Urban designers • Chartered architectural technologists, planning officers and consultants not elsewhere classified	£27,200 (£13.95 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes	Yes
2453 Quantity surveyors	2433	• Quantity surveyors	£34,000 (£17.44 per hour)	£30,600 (£15.69 per hour)	£27,200 (£13.95 per hour)	£25,000 (£12.82 per hour)	Yes	Yes
2454 Chartered surveyors	2434, 2435, 3565	• Building control surveyors • Hydrographic surveyors	£34,300 (£17.59 per hour)	£30,870 (£15.83 per hour)	£27,440 (£14.07 per hour)	£25,000 (£12.82 per hour)	Yes	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
		<ul style="list-style-type: none"> <li>• Land surveyors</li> <li>• Property surveyors</li> <li>• Chartered surveyors not elsewhere classified</li> </ul>						
2455 Construction project managers and related professionals	2432, 2436	<ul style="list-style-type: none"> <li>• Construction project and contract managers</li> <li>• Transport planners</li> <li>• Construction project managers and related professionals not elsewhere classified</li> </ul>	£34,200 (£17.54 per hour)	£30,780 (£15.78 per hour)	£27,360 (£14.03 per hour)	£25,000 (£12.82 per hour)	Yes	Yes
2462 Probation officers	2443	<ul style="list-style-type: none"> <li>• Probation officers</li> </ul>	£28,200 (£14.46 per hour)	£25,380 (£13.02 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes	Yes
2464 Youth work professionals	2449	<ul style="list-style-type: none"> <li>• Youth work professionals</li> </ul>	£28,200 (£14.46 per hour)	£25,380 (£13.02 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes	Yes
2469 Welfare professionals not elsewhere classified	2449	<ul style="list-style-type: none"> <li>• Adoption officers</li> <li>• Children and family services professionals</li> <li>• Mediators and restorative practice professionals</li> <li>• Welfare professionals not elsewhere classified</li> </ul>	£27,900 (£14.31 per hour)	£25,110 (£12.88 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes	Yes
2471 Librarians	2451	<ul style="list-style-type: none"> <li>• Librarians</li> </ul>	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes	Yes
2472 Archivists, conservators and curators	2452	<ul style="list-style-type: none"> <li>• Archivists</li> <li>• Collection managers and curators</li> <li>• Conservators</li> </ul>	£26,500 (£13.59 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
		<ul style="list-style-type: none"> <li>• Museum education officers</li> <li>• Archivists and curators not elsewhere classified</li> </ul>						
2481 Quality control and planning engineers	2461, 3115	<ul style="list-style-type: none"> <li>• Garment technologists</li> <li>• Planning engineers</li> <li>• Quality control engineers</li> <li>• Quality control and planning engineers not elsewhere classified</li> </ul>	£33,100 (£16.97 per hour)	£29,790 (£15.28 per hour)	£26,480 (£13.58 per hour)	£25,000 (£12.82 per hour)	Yes	Yes
2482 Quality assurance and regulatory professionals	2462, 3567	<ul style="list-style-type: none"> <li>• Compliance and regulatory professionals</li> <li>• Quality assurance professionals</li> </ul>	£35,000 (£17.95 per hour)	£31,500 (£16.15 per hour)	£28,000 (£14.36 per hour)	£25,000 (£12.82 per hour)	Yes	Yes
2483 Environmental health professionals	2463	<ul style="list-style-type: none"> <li>• Environmental health professionals</li> </ul>	£32,000 (£16.41 per hour)	£28,800 (£14.77 per hour)	£25,600 (£13.13 per hour)	£25,000 (£12.82 per hour)	Yes	Yes
2491 Newspaper, periodical and broadcast editors	2471	<ul style="list-style-type: none"> <li>• Newspaper, periodical and broadcast editors</li> </ul>	£32,900 (£16.87 per hour)	£29,610 (£15.18 per hour)	£26,320 (£13.50 per hour)	£25,000 (£12.82 per hour)	Yes	Yes
2492 Newspaper and periodical broadcast journalists and reporters	2471	<ul style="list-style-type: none"> <li>• Broadcast journalists</li> <li>• Newspaper journalists and reporters</li> <li>• Newspaper and periodical journalists and reporters not elsewhere classified</li> </ul>	£31,800 (£16.31 per hour)	£28,620 (£14.68 per hour)	£25,440 (£13.05 per hour)	£25,000 (£12.82 per hour)	Yes	Yes
2493 Public	2472	<ul style="list-style-type: none"> <li>• Press officers</li> </ul>	£29,100	£26,190	£25,000	£25,000	Yes	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
relations professionals		<ul style="list-style-type: none"> <li>• Public relations officers</li> <li>• Social media managers</li> <li>• Public relations professionals not elsewhere classified</li> </ul>	(£14.92 per hour)	(£13.43 per hour)	(£12.82 per hour)	(£12.82 per hour)		
2494 Advertising accounts managers and creative directors	2473	<ul style="list-style-type: none"> <li>• Advertising account managers</li> <li>• Creative directors</li> <li>• Fundraising managers</li> </ul>	£32,600 (£16.72 per hour)	£29,340 (£15.05 per hour)	£26,080 (£13.37 per hour)	£25,000 (£12.82 per hour)	Yes	Yes
3111 Laboratory technicians	3111	<ul style="list-style-type: none"> <li>• Biological laboratory technicians</li> <li>• Chemical laboratory technicians</li> <li>• Health physics monitors</li> <li>• Laboratory food technicians</li> <li>• Medical laboratory technicians</li> <li>• Laboratory technicians not elsewhere classified</li> </ul>	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes	No
3112 Electrical and electronics technicians	3112	<ul style="list-style-type: none"> <li>• Avionics technicians</li> <li>• Electrical and electronics technicians not elsewhere classified</li> </ul>	£29,500 (£15.13 per hour)	£26,550 (£13.62 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes	No
3113 Engineering technicians	3113	<ul style="list-style-type: none"> <li>• Aerospace technicians</li> <li>• Wind turbine technicians</li> </ul>	£32,900 (£16.87 per hour)	£29,610 (£15.18 per hour)	£26,320 (£13.50 per hour)	£25,000 (£12.82 per hour)	Yes	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
		• Engineering technicians not elsewhere classified						
3114 Building and civil engineering technicians	3114	• Building technicians • Civil engineering technicians • Surveying technicians • Building and civil engineering technicians not elsewhere classified	£26,500 (£13.59 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes	No
3115 Quality assurance technicians	3115	• Quality assurance technicians	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes	No
3116 Planning, process and production technicians	3116	• Planning, process and production technicians	£28,000 (£14.36 per hour)	£25,200 (£12.92 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes	No
3119 Science, engineering and production technicians not elsewhere classified	3111, 3119, 3411	• School technicians • Textile consultants • Science, engineering and production technicians not elsewhere classified	£26,400 (£13.54 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes	No
3120 CAD, drawing and architectural technicians	2435, 3121, 3122	• Architectural technicians • BIM and CAD technicians • Cartographers • CAD, drawing and architectural technicians not elsewhere classified	£27,400 (£14.05 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes	No
3131 IT operations	3131, 5245	• Games testers • Network and	£25,200 (£12.92 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
technicians		systems administrators • Quality assurance testers • Software technicians • IT operations technicians not elsewhere classified	hour)	hour)	per hour)	per hour)		
3132 IT user support technicians	3132, 5245	• IT user support technicians	£26,300 (£13.49 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes	No
3133 Database administrators and web content technicians	2137, 3131, 7220	• Database administrators • Web content technicians • Database administrators and web content technicians not elsewhere classified	£27,000 (£13.85 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes	No
3211 Dispensing opticians	2214, 3216	• Dispensing opticians	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
3212 Pharmaceutical technicians	3217	• Pharmaceutical technicians	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
3221 Youth and community workers	3231, 3239, 3531	• Community workers • Family support workers • Youth workers (excludes youth work professionals) • Youth and community workers not elsewhere classified	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
3222 Child and early years officers	3239	<ul style="list-style-type: none"> <li>• Child protection officers</li> <li>• Learning and behaviour mentors</li> <li>• Welfare and attendance officers</li> <li>• Child and early years officers not elsewhere classified</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
3223 Housing officers	3234	<ul style="list-style-type: none"> <li>• Housing officers</li> </ul>	£26,700 (£13.69 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
3224 Counsellors	3235, 3239	<ul style="list-style-type: none"> <li>• Bereavement counsellors</li> <li>• Debt advisers</li> <li>• Life coaches</li> <li>• Relationship counsellors</li> <li>• Substance misuse workers</li> <li>• Counsellors not elsewhere classified</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
3229 Welfare and housing associate professionals not elsewhere classified	2129, 2318, 2412, 3239	<ul style="list-style-type: none"> <li>• Advocates (excludes solicitor advocates)</li> <li>• Celebrants</li> <li>• Charity workers</li> <li>• Day care officers</li> <li>• Health advisers</li> <li>• Homelessness and housing advice support workers</li> <li>• Mental health project workers</li> <li>• Probation service workers</li> <li>• Student support workers</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No



SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
		<ul style="list-style-type: none"> <li>• Victim support workers</li> <li>• Welfare and housing associate professionals not elsewhere classified</li> </ul>						
3232 Early education and childcare practitioners	6121, 6126	<ul style="list-style-type: none"> <li>• Early education and childcare practitioners</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
3240 Veterinary nurses	6131	<ul style="list-style-type: none"> <li>• Veterinary nurses</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
3312 Police officers (sergeant and below)	3312	<ul style="list-style-type: none"> <li>• Police constable</li> <li>• Police sergeant</li> <li>• Police officers (sergeant and below) not elsewhere classified</li> </ul>	£36,400 (£18.67 per hour)	Not applicable	Not applicable	£25,480 (£13.07 per hour)	No	No
3313 Fire service officers (watch manager and below)	1173, 3313	<ul style="list-style-type: none"> <li>• Firefighters</li> <li>• Fire service crew managers</li> <li>• Watch managers</li> <li>• Fire service officers (watch manager and below) not elsewhere classified</li> </ul>	£35,200 (£18.05 per hour)	Not applicable	Not applicable	£24,640 (£12.64 per hour)	No	No
3314 Prison service officers (below principal officer)	3314	<ul style="list-style-type: none"> <li>• Operational support grades</li> <li>• Prison officers</li> <li>• Prison service officers (below principal officer) not elsewhere classified</li> </ul>	£25,700 (£13.18 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
3319 Protective service associate	3319	<ul style="list-style-type: none"> <li>• Coastguard</li> <li>• Customs and border control</li> </ul>	£33,900 (£17.38 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
professionals not elsewhere classified		officers <ul style="list-style-type: none"> <li>• Fraud investigators (excludes benefit fraud)</li> <li>• Immigration officers</li> <li>• Private investigators</li> <li>• Security consultants and managers (excludes cyber security)</li> <li>• Protective service associate</li> </ul> professionals not elsewhere classified						
3411 Artists	3411	<ul style="list-style-type: none"> <li>• Art technicians (excludes education)</li> <li>• Drawing and painting artists</li> <li>• Hand drawn animators</li> <li>• Illustrators (excludes medical and scientific)</li> <li>• Medical and scientific illustrators</li> <li>• Picture restorers</li> <li>• Sculptors</li> <li>• Tattoo and henna artists</li> <li>• Artists not elsewhere classified</li> </ul>	£25,900 (£13.28 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
3412 Authors, writers and translators	3412	<ul style="list-style-type: none"> <li>• Authors</li> <li>• Bloggers</li> <li>• Copywriters</li> <li>• Literary editors</li> <li>• Poets</li> </ul>	£28,700 (£14.72 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
		<ul style="list-style-type: none"> <li>• Script writers</li> <li>• Technical writers (excludes computing)</li> <li>• Translators and interpreters</li> <li>• Authors, writers and translators not elsewhere classified</li> </ul>						
3413 Actors, entertainers and presenters	3413, 3415, 3416	<ul style="list-style-type: none"> <li>• Actors</li> <li>• Broadcasters, podcasters and presenters</li> <li>• Children's entertainers</li> <li>• Comedians</li> <li>• Disc jockeys</li> <li>• Magicians</li> <li>• Models</li> <li>• Singers</li> <li>• Social media influencers</li> <li>• Actors, entertainers and presenters not elsewhere classified</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
3414 Dancers and choreographers	3414	<ul style="list-style-type: none"> <li>• Choreographers</li> <li>• Dance teachers (excludes educational establishments)</li> <li>• Dancers</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
3415 Musicians	3415	<ul style="list-style-type: none"> <li>• Composers and musical arrangers</li> <li>• Music conductors</li> <li>• Instrumentalists</li> <li>• Musicians not elsewhere classified</li> </ul>	£27,300 (£14.00 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
3416 Arts officers, producers and	2471, 3412, 3416	<ul style="list-style-type: none"> <li>• Art consultants</li> <li>• Broadcasting and entertainment</li> </ul>	£31,300 (£16.05 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
directors		directors <ul style="list-style-type: none"> <li>• Broadcasting and entertainment editors</li> <li>• Broadcasting and entertainment producers</li> <li>• Studio and stage managers</li> <li>• Arts officers, producers and directors not elsewhere classified</li> </ul>						
3417 Photographers, audio-visual and broadcasting equipment operators	3417	<ul style="list-style-type: none"> <li>• Camera operators and videographers</li> <li>• Lighting designers</li> <li>• Photographers</li> <li>• Sound designers</li> <li>• Sound engineers</li> <li>• Theatre technicians (excludes hospitals)</li> <li>• Photographers, audio-visual and broadcasting equipment operators not elsewhere classified</li> </ul>	£25,500 (£13.08 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
3421 Interior designers	2431, 3422	<ul style="list-style-type: none"> <li>• Interior designers</li> </ul>	£25,600 (£13.13 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
3422 Clothing, fashion and accessories designers	3122, 3422	<ul style="list-style-type: none"> <li>• Clothing and fashion consultants</li> <li>• Clothing and fashion designers</li> <li>• Footwear designers</li> <li>• Jewellery designers</li> <li>• Textile designers</li> <li>• Clothing, fashion and accessories</li> </ul>	£27,600 (£14.15 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
		designers not elsewhere classified						
3429 Design occupations not elsewhere classified	2431, 3122, 3422, 7125	<ul style="list-style-type: none"> <li>• Industrial and product designers</li> <li>• Packaging designers</li> <li>• Performance make-up artists</li> <li>• Set designers</li> <li>• Visual merchandising managers and designers</li> <li>• Design occupations not elsewhere classified</li> </ul>	£26,700 (£13.69 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
3433 Fitness and wellbeing instructors	3443	<ul style="list-style-type: none"> <li>• Group fitness instructors and personal trainers</li> <li>• Pilates teachers</li> <li>• Yoga teachers</li> <li>• Fitness and wellbeing instructors not elsewhere classified</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
3511 Aircraft pilots and air traffic controllers	3511, 3512	<ul style="list-style-type: none"> <li>• Airline pilots</li> <li>• Air traffic controllers</li> <li>• Flying instructors</li> <li>• Helicopter pilots</li> <li>• Aircraft pilots and air traffic controllers not elsewhere classified</li> </ul>	£28,900 (£14.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	Yes
3512 Ship and hovercraft officers	3513	<ul style="list-style-type: none"> <li>• Ship and hovercraft captains and deck officers (excludes armed forces and</li> </ul>	£28,900 (£14.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
		fishing) <ul style="list-style-type: none"> <li>• Marine engineers</li> <li>• Ship and hovercraft officers not elsewhere classified</li> </ul>						
3520 Legal associate professionals	2419, 3520	<ul style="list-style-type: none"> <li>• Conveyancing professionals</li> <li>• Cost lawyers</li> <li>• Barrister's and judge's clerks</li> <li>• Litigation officers</li> <li>• Probate managers</li> <li>• Will writers</li> <li>• Legal associate professionals not elsewhere classified</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
3531 Brokers	3532	<ul style="list-style-type: none"> <li>• Commodity brokers and traders</li> <li>• Insurance and mortgage brokers</li> <li>• Shipbrokers</li> <li>• Stockbrokers</li> <li>• Brokers not elsewhere classified</li> </ul>	£31,800 (£16.31 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	Yes
3532 Insurance underwriters	3533	<ul style="list-style-type: none"> <li>• Insurance underwriters</li> </ul>	£29,300 (£15.03 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
3533 Financial and accounting technicians	3537	<ul style="list-style-type: none"> <li>• Accounting technicians</li> <li>• Financial control technicians</li> <li>• Financial and accounting technicians not elsewhere classified</li> </ul>	£36,000 (£18.46 per hour)	Not applicable	Not applicable	£25,200 (£12.92 per hour)	No	No
3534 Financial accounts managers	1150, 3538	<ul style="list-style-type: none"> <li>• Claims managers</li> <li>• Credit managers</li> <li>• Investment</li> </ul>	£32,500 (£16.67 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
		managers • Relationship managers • Financial accounts managers not elsewhere classified						
3541 Estimators, valuers and assessors	3531	• Energy advisers and assessors • Estimators • Loss adjusters • Valuers • Vehicle damage assessors • Estimators, valuers and assessors not elsewhere classified	£29,000 (£14.87 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
3542 Importers and exporters	3536	• Importers and exporters	£26,400 (£13.54 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
3543 Project support officers	2136, 3113, 3534, 3539	• Project support officers	£27,000 (£13.85 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
3544 Data analysts	3539	• Data analysts	£28,600 (£14.67 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
3549 Business associate professionals not elsewhere classified	3539	• Business support officers • Business systems analysts • Contract administrators • Clinical coders • Clinical trials administrators • Research coordinators • Business associate professionals not	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
		elsewhere classified						
3551 Buyers and procurement officers	3541	• Buyers and procurement officers	£27,500 (£14.10 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
3552 Business sales executives	3542, 4151	• Business sales executives	£27,800 (£14.26 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
3553 Merchandisers	3539, 3541, 3543, 7125	• Merchandisers	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
3554 Advertising and marketing associate professionals	3412, 3416, 3543, 4151, 7215	• Advertising and marketing executives • Fundraisers • Market researchers (excludes interviewers) • Marketing associate professionals not elsewhere classified	£25,900 (£13.28 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
3555 Estate agents and auctioneers	3542, 3544, 3565, 5319	• Estate agents • Land and property auctioneers and valuers • Letting agents • Estate agents and auctioneers not elsewhere classified	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
3556 Sales accounts and business development managers	1121, 1133, 3538, 3545	• Brand managers • Business development managers • Sales account managers • Sales accounts and business development	£39,100 (£20.05 per hour)	Not applicable	Not applicable	£27,370 (£14.04 per hour)	No	Yes



SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
		managers not elsewhere classified						
3557 Events managers and organisers	3546	<ul style="list-style-type: none"> <li>• Conference managers and organisers</li> <li>• Exhibition managers and organisers</li> <li>• Festival managers and organisers</li> <li>• Hospitality managers</li> <li>• Wedding planners and organisers</li> <li>• Event managers and organisers not elsewhere classified</li> </ul>	£25,500 (£13.08 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
3560 Public services associate professionals	3561	<ul style="list-style-type: none"> <li>• Electoral services officers</li> <li>• Health service administrators</li> <li>• Job Centre officers</li> <li>• Waste management officers</li> <li>• Public services associate professionals not elsewhere classified</li> </ul>	£33,300 (£17.08 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
3571 Human resources and industrial relations officers	3562	<ul style="list-style-type: none"> <li>• Equality and diversity officers</li> <li>• Human resources advisers</li> <li>• Recruitment consultants</li> <li>• Human resources and industrial relations officers not elsewhere classified</li> </ul>	£25,300 (£12.97 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
3572 Careers advisers and vocational guidance specialists	3564	<ul style="list-style-type: none"> <li>• Careers advisers and coaches</li> <li>• Work placement officers</li> <li>• Careers advisers and vocational guidance specialists not elsewhere classified</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
3573 Information technology trainers	3563	<ul style="list-style-type: none"> <li>• Information technology trainers</li> </ul>	£25,800 (£13.23 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
3574 Other vocational and industrial trainers	3531, 3563	<ul style="list-style-type: none"> <li>• Business coaches</li> <li>• Retail and store trainers</li> <li>• Training assessors</li> <li>• Other vocational and industrial trainers not elsewhere classified</li> </ul>	£27,000 (£13.85 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
3581 Inspectors of standards and regulations	3565	<ul style="list-style-type: none"> <li>• Animal health inspectors and officers</li> <li>• Building control officers</li> <li>• Driving examiners</li> <li>• Health and safety inspectors</li> <li>• Housing and planning inspectors</li> <li>• Licensing officers</li> <li>• Meat hygiene inspectors</li> <li>• Nuclear safety inspectors</li> <li>• Trading standards officers</li> </ul>	£29,300 (£15.03 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
		<ul style="list-style-type: none"> <li>• Traffic and vehicle examiners and inspectors</li> <li>• Inspectors of standards and regulations not elsewhere classified</li> </ul>						
3582 Health and safety managers and officers	1259, 2434, 3567	<ul style="list-style-type: none"> <li>• Asbestos safety officers</li> <li>• Fire safety managers and officers</li> <li>• Occupational health and safety managers and officers</li> <li>• Road traffic and transport safety officers</li> <li>• Occupational hygienists</li> <li>• Health and safety managers and officers not elsewhere classified</li> </ul>	£34,500 (£17.69 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
4111 National government administrative occupations	3531, 3564, 4112	<ul style="list-style-type: none"> <li>• National government benefits officers</li> <li>• National government revenue officers</li> <li>• Passport officers</li> <li>• National government administrative occupations not elsewhere classified</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
4112 Local	3119, 3550	<ul style="list-style-type: none"> <li>• Local government</li> </ul>	£25,000	Not	Not	£25,000	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
government administrative occupations		benefits officers • Local government housing assistants • Local government revenue officers • Parish clerks • Local government administrative occupations not elsewhere classified	(£12.82 per hour)	applicable	applicable	(£12.82 per hour)		
4113 Officers of non-governmental organisations	4114	• Charity administrators • Clerks to governors • Union officials • Officers of non-governmental organisations not elsewhere classified	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
4121 Credit controllers		• Credit controllers	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
4122 Book-keepers, payroll managers and wages clerks		• Accounting clerks and bookkeepers • Payroll officers and wages clerks • Bookkeepers, payroll managers and wage clerks not elsewhere classified	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
4124 Finance officers		• Finance officers	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
4129 Financial administrative occupations not elsewhere classified		• Box office assistants • Grants officers • Mortgage administrators • Revenue assistants	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
		(excludes National and Local government revenue occupations) <ul style="list-style-type: none"> <li>• Treasury assistants</li> <li>• Finance administrative occupations not elsewhere classified</li> </ul>						
4132 Pensions and insurance clerks and assistants		<ul style="list-style-type: none"> <li>• Claims handlers</li> <li>• Insurance administrators</li> <li>• Pensions administrators</li> <li>• Pensions and insurance clerks and assistants not elsewhere classified</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
4134 Transport and distribution clerks and assistants	4134	<ul style="list-style-type: none"> <li>• Transport and distribution clerks and assistants</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
4141 Office managers	1241, 4161	<ul style="list-style-type: none"> <li>• Office managers</li> </ul>	£28,100 (£14.41 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
4143 Customer service managers	7220	<ul style="list-style-type: none"> <li>• Call centre managers</li> <li>• Customer service managers not elsewhere classified</li> </ul>	£28,600 (£14.67 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
4151 Sales administrators	4151	<ul style="list-style-type: none"> <li>• Sales administrators</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
4159 Other administrative occupations not elsewhere classified		<ul style="list-style-type: none"> <li>• Business administrators</li> <li>• Church administrators</li> <li>• Facilities</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
		coordinators • Proofreaders • Property administrators • Warranty administrators • Other administrative occupations not elsewhere classified						
4214 Company secretaries and administrators	4214	• Company secretaries and administrators	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
4215 Personal assistants and other secretaries	4215	• Farm secretaries • Personal assistants (excludes care workers) • Personal assistants and other secretaries not elsewhere classified	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5111 Farmers	5111	• Agricultural contractors • Aquaculture farmers • Arable farmers • Dairy farmers • Livestock farmers • Poultry farmers • Farmers not elsewhere classified	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5112 Horticultural trades	5112	• Horticultural trades	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5113 Gardeners and landscape gardeners	5113, 9119	• Garden designers • Gardeners (excludes horticultural/market	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
		gardening) • Green roof installers • Landscape gardeners • Gardeners and landscape gardeners not elsewhere classified						
5114 Groundsmen and greenkeepers	5114	• Groundsmen and greenkeepers	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5119 Agricultural and fishing trades not elsewhere classified	3550, 5119	• Arborists • Beekeepers • Countryside and park officers and rangers • Falconers • Fish and river keepers • Fishers • Gamekeepers • Agricultural and fishing trades not elsewhere classified	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5211 Sheet metal workers	5213	• Metal fabricators and finishers • Panel beaters (excludes vehicles) • Whitesmiths • Sheet metal workers not elsewhere classified	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5212 Metal plate workers, smiths, moulders and	5211, 5212, 5214	• Die casters • Farriers • Moulders, mould makers and core	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
related occupations		makers <ul style="list-style-type: none"> <li>• Smiths</li> <li>• Metal plate workers, smiths, moulders and related occupations not elsewhere classified</li> </ul>						
5213 Welding trades	5215	<ul style="list-style-type: none"> <li>• Braziers and solderers</li> <li>• Pipe welders</li> <li>• Plate welders</li> <li>• Welding trades not elsewhere classified</li> </ul>	£26,400 (£13.54 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5214 Pipe fitters	5216	<ul style="list-style-type: none"> <li>• Pipe fitters</li> </ul>	£25,800 (£13.23 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5221 Metal machining setters and setter-operators	5221	<ul style="list-style-type: none"> <li>• Computer numerical control (CNC) machine setters and setter-operators</li> <li>• Metal machining setters and setter-operators not elsewhere classified</li> </ul>	£26,400 (£13.54 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5222 Tool makers, tool fitters and markers-out	5222	<ul style="list-style-type: none"> <li>• Tool fitters</li> <li>• Tool makers</li> <li>• Tool makers, tool fitters and markers-out not elsewhere classified</li> </ul>	£31,900 (£16.36 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5223 Metal working production and maintenance fitters	5223, 5225, 5237	<ul style="list-style-type: none"> <li>• Automation maintenance technicians</li> <li>• Bicycle mechanics</li> <li>• Catering equipment technicians</li> <li>• Door fitters and</li> </ul>	£27,900 (£14.31 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No



SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
		<p>makers</p> <ul style="list-style-type: none"> <li>• Gunsmiths</li> <li>• Heavy plant maintenance technicians</li> <li>• Hydraulic technicians</li> <li>• Lift technicians</li> <li>• Locksmiths</li> <li>• Pump technicians</li> <li>• Textile machine technicians</li> <li>• Turbine fitters</li> <li>• Metal working production and maintenance fitters not elsewhere classified</li> </ul>						
5224 Precision instrument makers and repairers	5224	<ul style="list-style-type: none"> <li>• Calibration and precision instrument technicians</li> <li>• Camera and photographic equipment technicians</li> <li>• Horologists, watch makers and repairers</li> <li>• Optical technicians</li> <li>• Precision instrument makers and repairers not elsewhere classified</li> </ul>	£25,900 (£13.28 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5225 Air-conditioning and refrigeration installers and repairers	5225	<ul style="list-style-type: none"> <li>• Air-conditioning and refrigeration installers and repairers</li> </ul>	£27,800 (£14.26 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
5231 Vehicle technicians, mechanics and electricians	5231	<ul style="list-style-type: none"> <li>• Auto electricians</li> <li>• Car/light vehicle technicians</li> <li>• Heavy and large vehicle technicians</li> <li>• Motorcycle technicians</li> <li>• Motorsport technicians</li> <li>• MOT testers</li> <li>• Roadside assistance technicians</li> <li>• Vehicle technicians, mechanics and electricians not elsewhere classified</li> </ul>	£25,900 (£13.28 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5232 Vehicle body builders and repairers	5232	<ul style="list-style-type: none"> <li>• Vehicle body builders and repairers</li> </ul>	£26,200 (£13.44 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5233 Vehicle paint technicians	5232, 5234	<ul style="list-style-type: none"> <li>• Vehicle paint technicians</li> </ul>	£28,100 (£14.41 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5234 Aircraft maintenance and related trades	5235	<ul style="list-style-type: none"> <li>• Aircraft maintenance and related trades</li> </ul>	£28,100 (£14.41 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5235 Boat and ship builders and repairers	5236	<ul style="list-style-type: none"> <li>• Boat and ship builders and repairers</li> </ul>	£26,300 (£13.49 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5236 Rail and rolling stock builders and repairers	5237	<ul style="list-style-type: none"> <li>• Rail and rolling stock builders and repairers</li> </ul>	£28,100 (£14.41 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5241 Electricians and electrical fitters	5241	<ul style="list-style-type: none"> <li>• Electric vehicle charging point installers</li> <li>• Electro-mechanical</li> </ul>	£29,600 (£15.18 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
		technicians <ul style="list-style-type: none"> <li>• Installation and maintenance electricians</li> <li>• Smart energy experts</li> <li>• Solar panel installers</li> <li>• Street lighting electrician</li> <li>• Electricians and electrical fitters not elsewhere classified</li> </ul>						
5242 Telecoms and related network installers and repairers	5242, 5249	• Telecoms and related network installers and repairers	£28,200 (£14.46 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5243 TV, video and audio servicers and repairers	5244	• TV, video and audio servicers and repairers	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5244 Computer system and equipment installers and servicers	5245, 5249	• Computer system and equipment installers and servicers	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5245 Security system installers and repairers	5249	• Security system installers and repairers	£27,400 (£14.05 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5246 Electrical service and maintenance mechanics and repairers	5241, 5249	• Electrical service and maintenance mechanics and repairers	£31,700 (£16.26 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5249 Electrical and electronic	5249	• Broadcast and communications	£33,200 (£17.03 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
trades not elsewhere classified		technicians • Overhead line workers • Signal workers • Electrical and electronic trades not elsewhere classified	hour)			per hour)		
5250 Skilled metal, electrical and electronic trades supervisors	1252, 5250	• Skilled metal, electrical and electronic trades supervisors	£28,100 (£14.41 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5311 Steel erectors	5311	• Steel erectors	£25,800 (£13.23 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5312 Stonemasons and related trades	5312	• Dry stone wallers • Monumental masons • Stonemasons • Stonemasons and related trades not elsewhere classified	£25,800 (£13.23 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5313 Bricklayers	5312	• Bricklayers	£25,600 (£13.13 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5314 Roofers, roof tilers and slaters	5313	• Felt and flat roofers • Sheeters and cladders • Thatchers • Tilers and slaters • Roofers, roof tilers and slaters not elsewhere classified	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5315 Plumbers and heating and ventilating installers and repairers	5314	• Plumbers and heating and ventilation installers and repairers	£28,800 (£14.77 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
5316 Carpenters and joiners	5315	<ul style="list-style-type: none"> <li>• Bedroom and kitchen fitters</li> <li>• Carpenters</li> <li>• Joiners</li> <li>• Carpenters and joiners not elsewhere classified</li> </ul>	£25,200 (£12.92 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5317 Glaziers, window fabricators and fitters	5249, 5316	<ul style="list-style-type: none"> <li>• Glass cutters and glaziers</li> <li>• Window fabricators</li> <li>• Window fitters</li> <li>• Glaziers, window fabricators and fitters not elsewhere classified</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5319 Construction and building trades not elsewhere classified	5319	<ul style="list-style-type: none"> <li>• Builders</li> <li>• Divers</li> <li>• Fence erectors</li> <li>• Industrial climbers</li> <li>• Remotely Operated Vehicle (ROV) operators</li> <li>• Steel fixers and underpinners</li> <li>• Construction and building trades not elsewhere classified</li> </ul>	£25,500 (£13.08 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5321 Plasterers	5321	<ul style="list-style-type: none"> <li>• Dry liners</li> <li>• Plasterers (wall and decorative)</li> </ul>	£26,100 (£13.38 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5322 Floorers and wall tilers	5313, 5322	<ul style="list-style-type: none"> <li>• Carpet and linoleum fitters</li> <li>• Floor layers</li> <li>• Tilers</li> <li>• Floorers and wall tilers not elsewhere classified</li> </ul>	£26,300 (£13.49 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
5323 Painters and decorators	5323	<ul style="list-style-type: none"> <li>• Painters and decorators</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5330 Construction and building trades supervisors	5330	<ul style="list-style-type: none"> <li>• Carpenter and joinery supervisors</li> <li>• Demolition supervisors</li> <li>• Painting supervisors</li> <li>• Plumbing supervisors</li> <li>• Road construction supervisors</li> <li>• Roofing supervisors</li> <li>• Scaffolding supervisors</li> <li>• Construction and building trade supervisors not elsewhere classified</li> </ul>	£32,000 (£16.41 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5411 Upholsterers	5412	<ul style="list-style-type: none"> <li>• Curtain makers</li> <li>• Trimmers and upholsterers</li> <li>• Upholsterers not elsewhere classified</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5412 Footwear and leather working trades	5413	<ul style="list-style-type: none"> <li>• Footwear makers and repairers</li> <li>• Leather workers (excludes leather dressing)</li> <li>• Footwear and leather working trades not elsewhere classified</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5413 Tailors and dressmakers	5414	<ul style="list-style-type: none"> <li>• Costume makers</li> <li>• Dressmakers</li> <li>• Fitters and</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
		alterations assistants <ul style="list-style-type: none"> <li>• Kilt makers</li> <li>• Milliners (excludes wholesale, retail trade)</li> <li>• Tailors</li> <li>• Tailors and dressmakers not elsewhere classified</li> </ul>						
5419 Textiles, garments and related trades not elsewhere classified	5411, 5419	<ul style="list-style-type: none"> <li>• Embroiderers and sewers</li> <li>• Knitters</li> <li>• Sail makers</li> <li>• Weavers (excludes basket, wig and wire goods mfr)</li> <li>• Textiles, garments and related trades not elsewhere classified</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5421 Pre-press technicians	5421	<ul style="list-style-type: none"> <li>• Pre-press technicians</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5422 Printers	5422	<ul style="list-style-type: none"> <li>• Digital printers</li> <li>• Flexographic printers</li> <li>• Lithographic printers</li> <li>• Screen printers</li> <li>• Printers not elsewhere classified</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5423 Print finishing and binding workers	5423	<ul style="list-style-type: none"> <li>• Print finishing and binding workers</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5431 Butchers	5431	<ul style="list-style-type: none"> <li>• Butchers</li> <li>• Slaughterers</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5432 Bakers	5432	<ul style="list-style-type: none"> <li>• Bakers (excludes</li> </ul>	£25,000	Not	Not	£25,000	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
and flour confectioners		food process bakery workers and textile manufacturing) <ul style="list-style-type: none"> <li>• Cake decorators and designers</li> <li>• Bakers and flour confectioners not elsewhere classified</li> </ul>	(£12.82 per hour)	applicable	applicable	(£12.82 per hour)		
5433 Fishmongers and poultry dressers	5433	<ul style="list-style-type: none"> <li>• Fishmongers</li> <li>• Poultry dressers</li> <li>• Fishmongers and poultry dressers not elsewhere classified</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5434 Chefs	5434	<ul style="list-style-type: none"> <li>• Chefs</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5436 Catering and bar managers	5436	<ul style="list-style-type: none"> <li>• Catering and bar managers</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5441 Glass and ceramics makers, decorators and finishers	5441	<ul style="list-style-type: none"> <li>• Ceramic makers, decorators and finishers</li> <li>• Ceramic potters</li> <li>• Glass blowers</li> <li>• Glass makers, decorators and finishers</li> <li>• Optical glass makers</li> <li>• Glass and ceramics makers, decorators and finishers not elsewhere classified</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5442 Furniture makers and other craft woodworkers	5442	<ul style="list-style-type: none"> <li>• Cabinet makers (excludes metal)</li> <li>• Furniture makers and fitters</li> <li>• Furniture restorers</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No



SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
		<ul style="list-style-type: none"> <li>• Furniture sprayers and finishers</li> <li>• Picture framers</li> <li>• Shed makers</li> <li>• Furniture makers and other craft woodworkers not elsewhere classified</li> </ul>						
5443 Florists	5443	<ul style="list-style-type: none"> <li>• Florists</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
5449 Other skilled trades not elsewhere classified	5449	<ul style="list-style-type: none"> <li>• Basket makers (excludes wire goods mfr)</li> <li>• Candle makers</li> <li>• Goldsmiths, silversmiths, jewellers and precious stone workers</li> <li>• Hairpiece and wig makers</li> <li>• Metal engravers</li> <li>• Craft model makers</li> <li>• Musical instrument repairers, makers and tuners</li> <li>• Sign makers and writers</li> <li>• Toy makers and repairers</li> <li>• Other skilled trades not elsewhere classified</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
6111 Early education and childcare assistants	6121, 6122, 6123	<ul style="list-style-type: none"> <li>• Early education and childcare assistants</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
6114 Childminders	6122	• Childminders	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
6117 Playworkers	3550, 6123	• Playworkers	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
6129 Animal care services occupations not elsewhere classified	6139	<ul style="list-style-type: none"> <li>• Animal boarding assistants</li> <li>• Animal breeders</li> <li>• Animal groomers</li> <li>• Animal trainers (excludes performing animals)</li> <li>• Animal walkers</li> <li>• Animal welfare workers</li> <li>• Stable workers</li> <li>• Veterinary assistants</li> <li>• Zookeepers</li> <li>• Animal care services occupations not elsewhere classified</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
6134 Houseparents and residential wardens	6144	<ul style="list-style-type: none"> <li>• Foster carers</li> <li>• Residential childcare practitioners</li> <li>• School matrons and houseparents</li> <li>• Residential housing wardens</li> <li>• Houseparents and residential wardens not elsewhere classified</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
6135 Care workers and	2442, 3231, 3239, 6141,	• Community support workers	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
home carers – Jobs with a working location in England are only eligible in this SOC 2020 occupation code where the sponsor holds registration with the Care Quality Commission and is currently carrying on a regulated activity.  Note: private households or individuals (other than sole traders sponsoring someone to work for their business) cannot sponsor Skilled Worker applicants.	6144, 6145	<ul style="list-style-type: none"> <li>• Home care workers</li> <li>• Residential care workers</li> <li>• Care workers and home carers not elsewhere classified</li> </ul>	hour)			per hour)		
6136 Senior care workers – Jobs with a working location in England are only eligible in	6144, 6146	<ul style="list-style-type: none"> <li>• Senior community support workers</li> <li>• Senior home care workers</li> <li>• Senior residential care workers</li> <li>• Senior care</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
this SOC 2020 occupation code where the sponsor holds registration with the Care Quality Commission and is currently carrying on a regulated activity.		workers not elsewhere classified						
6213 Air travel assistants	6214	<ul style="list-style-type: none"> <li>• Flight attendants</li> <li>• Passenger services assistants</li> <li>• Air travel assistants not elsewhere classified</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
6214 Rail travel assistants	6215	<ul style="list-style-type: none"> <li>• Railway station assistants</li> <li>• Revenue protection officers</li> <li>• Train conductors and guards</li> <li>• Rail travel assistants not elsewhere classified</li> </ul>	£29,900 (£15.33 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
6311 Police community support officers		<ul style="list-style-type: none"> <li>• Police community support officers</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
7124 Market and street traders and assistants		<ul style="list-style-type: none"> <li>• Market and street traders and assistants</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
7131 Shopkeepers and owners - retail and	1223, 1253, 1254	<ul style="list-style-type: none"> <li>• Antique dealers</li> <li>• Art dealers</li> <li>• Car traders</li> <li>• Newsagents</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
wholesale		<ul style="list-style-type: none"> <li>• Retail jewellers</li> <li>• Wholesalers</li> <li>• Wine merchants</li> <li>• Shopkeepers and owners - retail and wholesale not elsewhere classified</li> </ul>						
7132 Sales supervisors - retail and wholesale	7130	<ul style="list-style-type: none"> <li>• Sales supervisors - retail and wholesale</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
7214 Market research interviewers	7215	<ul style="list-style-type: none"> <li>• Field and telephone interviewers</li> <li>• Mystery shoppers</li> <li>• Political canvassers</li> <li>• Traffic enumerators</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
7220 Customer service supervisors	7220	<ul style="list-style-type: none"> <li>• Customer service supervisors</li> </ul>	£27,600 (£14.15 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
8113 Chemical and related process operatives		<ul style="list-style-type: none"> <li>• Chemical and related process operatives</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
8133 Energy plant operatives	8124	<ul style="list-style-type: none"> <li>• Boiler operatives</li> <li>• Compressor operatives</li> <li>• Nuclear decommissioning operatives</li> <li>• Energy plant operatives not elsewhere classified</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
8134 Water and sewerage plant operatives	8126	<ul style="list-style-type: none"> <li>• Water and sewerage distribution operatives</li> <li>• Water treatment operatives</li> </ul>	£27,700 (£14.21 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
		<ul style="list-style-type: none"> <li>• Water and sewerage plant operatives not elsewhere classified</li> </ul>						
8143 Routine inspectors and testers		<ul style="list-style-type: none"> <li>• Routine inspectors and testers</li> </ul>	£25,200 (£12.92 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
8215 Driving instructors	8215	<ul style="list-style-type: none"> <li>• Cycling instructors</li> <li>• Forklift instructors</li> <li>• Heavy and large vehicle driving instructors</li> <li>• Motorcycle instructors</li> <li>• Passenger carrying vehicle (PCV) and car driving instructors</li> <li>• Driving instructors not elsewhere classified</li> </ul>	£25,700 (£13.18 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
8232 Marine and waterways transport operatives	8232	<ul style="list-style-type: none"> <li>• Marine and waterways transport operatives</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No
9119 Fishing and other elementary agriculture occupations not elsewhere classified - ONLY the listed job titles are eligible in this SOC 2020 occupation code and	9119	<ul style="list-style-type: none"> <li>• Vent chick sexer</li> <li>• Deckhand on large fishing vessel (9 metres and above)</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU
ONLY where the job requires the worker to have at least 3 years' full-time experience in using their skills. This experience must not have been gained through working illegally.								
9249 Elementary sales occupations not elsewhere classified		<ul style="list-style-type: none"> <li>• Retail order pickers</li> <li>• Trolley collectors</li> <li>• Elementary sales occupations not elsewhere classified</li> </ul>	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No	No

”

APP SO4. For Table 2a, substitute:

“

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – option F)	70% of going rate (SW – option J)	Eligible for PhD points (SW)?
3214 Complementary health associate professionals	3219	<ul style="list-style-type: none"> <li>• Alexander technique teachers</li> <li>• Aromatherapists</li> <li>• Homeopaths (excludes medically qualified)</li> <li>• Hospital play specialists</li> <li>• Hypnotherapists</li> <li>• Massage therapists</li> <li>• Reflexologists</li> </ul>	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	No

<b>SOC 2020 occupation code</b>	<b>Equivalent SOC 2010 occupation code(s)</b>	<b>Examples of related job titles (non-exclusive)</b>	<b>Going rate (SW – option F)</b>	<b>70% of going rate (SW – option J)</b>	<b>Eligible for PhD points (SW)?</b>
		<ul style="list-style-type: none"> <li>• Reiki healers</li> <li>• Complementary health associate professionals not elsewhere classified</li> </ul>			
6116 Nannies and au pairs	6122	<ul style="list-style-type: none"> <li>• Au pairs</li> <li>• Nannies</li> </ul>	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	No
6232 Caretakers	1251, 6144	<ul style="list-style-type: none"> <li>• Caretakers</li> </ul>	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	No
6250 Bed and breakfast and guest house owners and proprietors	1221	<ul style="list-style-type: none"> <li>• Bed and breakfast and guest house owners and proprietors</li> </ul>	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	No
7115 Vehicle and parts salespersons and advisers	3542	<ul style="list-style-type: none"> <li>• Vehicle parts advisers</li> <li>• Vehicle sales executives</li> </ul>	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	No
7125 Visual merchandisers and related occupations	7125	<ul style="list-style-type: none"> <li>• Fashion stylists</li> <li>• Visual merchandisers and window dressers</li> <li>• Visual merchandisers and related occupations not elsewhere classified</li> </ul>	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	No
7129 Sales related occupations not elsewhere classified	3542	<ul style="list-style-type: none"> <li>• Demonstrators and product promoters</li> <li>• Hire desk controllers</li> <li>• Sales energy consultants</li> <li>• Sales related occupations not elsewhere classified</li> </ul>	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	No
8115 Metal making and treating process operatives	5234, 5449	<ul style="list-style-type: none"> <li>• Galvanisers and platers</li> <li>• Metal sprayers and powder coaters</li> <li>• Metal making and treating process operatives not elsewhere classified</li> </ul>	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	No
9252 Warehouse operatives	4134	<ul style="list-style-type: none"> <li>• Warehouse operatives</li> </ul>	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	No

”



APP SO5. For Table 2b, substitute:

“

<b>SOC 2020 occupation code</b>	<b>Equivalent SOC 2010 occupation code(s)</b>	<b>Examples of related job titles (non-exclusive)</b>	<b>Going rate (GBM – minimum rate)</b>	<b>70% of going rate (GTR – minimum rate)</b>
1232 Residential, day and domiciliary care managers and proprietors	1221, 1184	<ul style="list-style-type: none"> <li>• Day care managers</li> <li>• Home care managers</li> <li>• Residential care managers and proprietors</li> <li>• Residential, day and domiciliary care managers and proprietors not elsewhere classified</li> </ul>	£28,700 (£14.72 per hour)	£25,000 (£12.82 per hour)
1233 Early education and childcare services proprietors	2319	<ul style="list-style-type: none"> <li>• Early education and childcare services proprietors</li> </ul>	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)
1243 Managers in logistics	1133, 1161	<ul style="list-style-type: none"> <li>• Managers in logistics</li> </ul>	£34,500 (£17.69 per hour)	£25,000 (£12.82 per hour)
1259 Managers and proprietors in other services not elsewhere classified	1139	<ul style="list-style-type: none"> <li>• Cleaning and hygiene services managers and proprietors</li> <li>• Educational establishment managers and proprietors</li> <li>• Funeral services and crematorium managers and proprietors</li> <li>• Library managers</li> <li>• Recruitment agency managers and proprietors</li> <li>• Security services managers and proprietors</li> <li>• Managers and proprietors in other services not elsewhere classified</li> </ul>	£26,700 (£13.69 per hour)	£25,000 (£12.82 per hour)
2324 Early education and childcare services managers	2319	<ul style="list-style-type: none"> <li>• Early education and childcare services managers</li> </ul>	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)
3119 Science, engineering and production	3411	<ul style="list-style-type: none"> <li>• School technicians</li> <li>• Textile consultants</li> <li>• Science, engineering and</li> </ul>	£26,400 (£13.54 per hour)	£25,000 (£12.82 per hour)

<b>SOC 2020 occupation code</b>	<b>Equivalent SOC 2010 occupation code(s)</b>	<b>Examples of related job titles (non-exclusive)</b>	<b>Going rate (GBM – minimum rate)</b>	<b>70% of going rate (GTR – minimum rate)</b>
technicians not elsewhere classified		production technicians not elsewhere classified		
3120 CAD, drawing and architectural technicians	2435	<ul style="list-style-type: none"> <li>• Architectural technicians</li> <li>• BIM and CAD technicians</li> <li>• Cartographers</li> <li>• CAD, drawing and architectural technicians not elsewhere classified</li> </ul>	£27,400 (£14.05 per hour)	£25,000 (£12.82 per hour)
3133 Database administrators and web content technicians	2137	<ul style="list-style-type: none"> <li>• Database administrators</li> <li>• Web content technicians</li> <li>• Database administrators and web content technicians not elsewhere classified</li> </ul>	£27,000 (£13.85 per hour)	£25,000 (£12.82 per hour)
3229 Welfare and housing associate professionals not elsewhere classified	2129, 2318, 2412	<ul style="list-style-type: none"> <li>• Advocates (excludes solicitor advocates)</li> <li>• Celebrants</li> <li>• Charity workers</li> <li>• Day care officers</li> <li>• Health advisers</li> <li>• Homelessness and housing advice support workers</li> <li>• Mental health project workers</li> <li>• Probation service workers</li> <li>• Student support workers</li> <li>• Victim support workers</li> <li>• Welfare and housing associate professionals not elsewhere classified</li> </ul>	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)
3411 Artists	3411	<ul style="list-style-type: none"> <li>• Art technicians (excludes education)</li> <li>• Drawing and painting artists</li> <li>• Hand drawn animators</li> <li>• Illustrators (excludes medical and scientific)</li> <li>• Medical and scientific illustrators</li> <li>• Picture restorers</li> <li>• Sculptors</li> <li>• Tattoo and henna artists</li> </ul>	£27,300 (£14.00 per hour)	£25,000 (£12.82 per hour)

<b>SOC 2020 occupation code</b>	<b>Equivalent SOC 2010 occupation code(s)</b>	<b>Examples of related job titles (non-exclusive)</b>	<b>Going rate (GBM – minimum rate)</b>	<b>70% of going rate (GTR – minimum rate)</b>
		<ul style="list-style-type: none"> <li>• Artists not elsewhere classified</li> </ul>		
3412 Authors, writers and translators	3412	<ul style="list-style-type: none"> <li>• Authors</li> <li>• Bloggers</li> <li>• Copywriters</li> <li>• Literary editors</li> <li>• Poets</li> <li>• Script writers</li> <li>• Technical writers (excludes computing)</li> <li>• Translators and interpreters</li> <li>• Authors, writers and translators not elsewhere classified</li> </ul>	£28,700 (£14.72 per hour)	£25,000 (£12.82 per hour)
3413 Actors, entertainers and presenters	3413, 3415, 3416	<ul style="list-style-type: none"> <li>• Actors</li> <li>• Broadcasters, podcasters and presenters</li> <li>• Children's entertainers</li> <li>• Comedians</li> <li>• Disc jockeys</li> <li>• Magicians</li> <li>• Models</li> <li>• Singers</li> <li>• Social media influencers</li> <li>• Actors, entertainers and presenters not elsewhere classified</li> </ul>	£27,300 (£14.00 per hour)	£25,000 (£12.82 per hour)
3414 Dancers and choreographers	3414	<ul style="list-style-type: none"> <li>• Choreographers</li> <li>• Dance teachers (excludes educational establishments)</li> <li>• Dancers</li> </ul>	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)
3421 Interior designers	2431, 3422	<ul style="list-style-type: none"> <li>• Interior designers</li> </ul>	£25,600 (£13.13 per hour)	£25,000 (£12.82 per hour)
3422 Clothing, fashion and accessories designers	3422	<ul style="list-style-type: none"> <li>• Clothing and fashion consultants</li> <li>• Clothing and fashion designers</li> <li>• Footwear designers</li> <li>• Jewellery designers</li> </ul>	£27,700 (£14.21 per hour)	£25,000 (£12.82 per hour)

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (GBM – minimum rate)	70% of going rate (GTR – minimum rate)
		<ul style="list-style-type: none"> <li>• Textile designers</li> <li>• Clothing, fashion and accessories designers not elsewhere classified</li> </ul>		
3429 Design occupations not elsewhere classified	2431, 3422	<ul style="list-style-type: none"> <li>• Industrial and product designers</li> <li>• Packaging designers</li> <li>• Performance make-up artists</li> <li>• Set designers</li> <li>• Visual merchandising managers and designers</li> <li>• Design occupations not elsewhere classified</li> </ul>	£27,700 (£14.21 per hour)	£25,000 (£12.82 per hour)
3543 Project support officers	2136, 3534	<ul style="list-style-type: none"> <li>• Project support officers</li> </ul>	£27,000 (£13.85 per hour)	£25,000 (£12.82 per hour)

”.

APP SO6. For Table 3, substitute:

“

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (annual)	National pay scale source
2211 Generalist medical practitioners (England)	2211	<ul style="list-style-type: none"> <li>• Doctor</li> <li>• General practitioner</li> <li>• House officer (hospital service)</li> <li>• Medical practitioner</li> <li>• Physician</li> </ul>	<p>Medical professionals - NHS doctors in post graduate training:</p> <ul style="list-style-type: none"> <li>• Foundation year 1 (F1) and equivalent: £36,616</li> <li>• Foundation year 2 (F2) and equivalent: £42,008</li> <li>• Specialty registrar (StR) at ST/CT1-2 and equivalent: £49,909</li> <li>• Specialty registrar (StR) at CT3/ST3-5: £61,825</li> </ul> <p>Other medical professionals:</p> <ul style="list-style-type: none"> <li>• Specialty doctor and equivalent: £59,175</li> <li>• Salaried General practitioner (GP) and</li> </ul>	<a href="#">Pay and Conditions Circular (M&amp;D) 5/2024 R</a>

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (annual)	National pay scale source
			equivalent: £73,113 • Specialist doctor and equivalent: £96,990 • Consultant and equivalent: £105,504  These going rates are per year and based on a 40-hour working week. They must be pro-rated for other working patterns, based on the weekly working hours stated by the applicant's sponsor.	
2211 Generalist medical practitioners (Scotland)	2211	<ul style="list-style-type: none"> <li>• Doctor</li> <li>• General practitioner</li> <li>• House officer (hospital service)</li> <li>• Medical practitioner</li> <li>• Physician</li> </ul>	Medical professionals - NHS doctors in post graduate training: • Foundation year 1 (F1) and equivalent: £34,500 • Foundation year 2 (F2) and equivalent: £42,794 • Specialty registrar (StR): £45,504  Other medical professionals: • Specialty doctor and equivalent: £47,905 • Salaried General practitioner (GP) and equivalent: £74,192 • Consultant and equivalent: £107,144  These going rates are per year and based on a 40-hour working week. They must be pro-rated for other working patterns, based on the weekly working hours stated by the applicant's sponsor.	<a href="#">NHS Circular: PCS(DD)2024/01</a>
2211 Generalist medical practitioners (Wales)	2211	<ul style="list-style-type: none"> <li>• Doctor</li> <li>• General practitioner</li> <li>• House officer (hospital service)</li> <li>• Medical practitioner</li> <li>• Physician</li> </ul>	Medical professionals - NHS doctors in post graduate training: • Foundation year 1 (F1) and equivalent: £33,307 • Foundation year 2 (F2) and equivalent: £41,073 • Specialty registrar (StR) at ST/CT1-2 and equivalent: £43,821 • Specialty registrar (StR) at CT/ST3 and above £43,821	<a href="#">Welsh Government Pay Circular M&amp;D(W) 07/2024 Pay Circular v4</a>

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (annual)	National pay scale source
			<p>Other medical professionals:</p> <ul style="list-style-type: none"> <li>• Specialty doctor and equivalent: £59,727</li> <li>• Salaried General practitioner (GP) and equivalent: £76,079</li> <li>• Consultant and equivalent: £106,000 (37.5 hour week)</li> </ul> <p>These going rates are per year and based on a 40-hour working week unless noted. They must be pro-rated for other working patterns, based on the weekly working hours stated by the applicant's sponsor.</p>	
2211 Generalist medical practitioners (Northern Ireland)	2211	<ul style="list-style-type: none"> <li>• Doctor</li> <li>• General practitioner</li> <li>• House officer (hospital service)</li> <li>• Medical practitioner</li> <li>• Physician</li> </ul>	<p>Medical professionals on the HSC Doctors and Dentists in Training contract:</p> <ul style="list-style-type: none"> <li>• Foundation year 1 (F1) and equivalent: £29,566</li> <li>• Foundation year 2 (F2) and equivalent: £36,371</li> <li>• Specialty registrar (StR) at ST/CT1-2 and equivalent: £38,780</li> <li>• Specialty registrar (StR) at CT/ST3 and above £44,283</li> </ul> <p>Other medical professionals:</p> <ul style="list-style-type: none"> <li>• Specialty doctor (new 2021 contract) and equivalent: £52,530</li> <li>• Salaried General practitioner (GP) and equivalent: £69,974</li> <li>• Specialist (new 2021 contract) and equivalent): £83,945</li> <li>• Consultant and equivalent: £94,127</li> </ul> <p>These going rates are per year and based on a 40-hour working week. They must be pro-rated for other working patterns, based on the weekly working hours stated by the applicant's sponsor.</p>	<a href="#">Workforce policy guidance - HSC (TC8) 01/2024 - Pay and Conditions of Service for Hospital, Medical and Dental Staff - Pay Award 2023/24</a>
2212 Specialist medical	2111, 3111	<ul style="list-style-type: none"> <li>• Anaesthetist</li> <li>• Consultant</li> </ul>	As SOC 2020 occupation code 2211	As SOC 2020 occupation code

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (annual)	National pay scale source
practitioners		(hospital service) <ul style="list-style-type: none"> <li>• Homeopath (medically qualified)</li> <li>• Medical acupuncturist</li> <li>• Paediatrician</li> <li>• Psychiatrist</li> <li>• Radiologist</li> <li>• Surgeon</li> </ul>		2211
2221 Physiotherapists	2221	<ul style="list-style-type: none"> <li>• Electro-therapist</li> <li>• Physiotherapist</li> <li>• Physiotherapy practitioner</li> </ul>	See relevant pay band in Table 4	NHS Agenda for Change: <a href="#">England</a> , <a href="#">Scotland</a> , <a href="#">Wales</a> , <a href="#">Northern Ireland</a>
2222 Occupational therapists	2222	<ul style="list-style-type: none"> <li>• Community occupational therapist</li> <li>• Occupational therapist</li> <li>• Paediatric occupational therapist</li> </ul>	See relevant pay band in Table 4	NHS Agenda for Change: <a href="#">England</a> , <a href="#">Scotland</a> , <a href="#">Wales</a> , <a href="#">Northern Ireland</a>
2223 Speech and language therapists	2223	<ul style="list-style-type: none"> <li>• Communication therapist</li> <li>• Language therapist</li> <li>• Speech and language therapist</li> <li>• Speech therapist</li> </ul>	See relevant pay band in Table 4	NHS Agenda for Change: <a href="#">England</a> , <a href="#">Scotland</a> , <a href="#">Wales</a> , <a href="#">Northern Ireland</a>
2224 Psychotherapists and cognitive	2229, 3219, 3235	<ul style="list-style-type: none"> <li>• Cognitive behavioural therapist</li> <li>• Psycho-analyst</li> </ul>	See relevant pay band in Table 4	NHS Agenda for Change: <a href="#">England</a> , <a href="#">Scotland</a> , <a href="#">Wales</a> , <a href="#">Northern</a>

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (annual)	National pay scale source
behaviour therapists		<ul style="list-style-type: none"> <li>• Psychological counsellor</li> <li>• Psychotherapist</li> </ul>		<a href="#">Ireland</a>
2225 Clinical psychologists	2212	<ul style="list-style-type: none"> <li>• Clinical psychologist</li> <li>• Consultant clinical psychologist</li> </ul>	See relevant pay band in Table 4	NHS Agenda for Change: <a href="#">England</a> , <a href="#">Scotland</a> , <a href="#">Wales</a> , <a href="#">Northern Ireland</a>
2226 Other psychologists	2212	<ul style="list-style-type: none"> <li>• Educational psychologist</li> <li>• Forensic psychologist</li> <li>• Occupational psychologist</li> <li>• Psychologist</li> <li>• Psychometrist</li> </ul>	See relevant pay band in Table 4 – except Educational psychologist in Scottish Education, rates below: <ul style="list-style-type: none"> <li>• Educational Psychologist £56,763</li> <li>• Senior Educational Psychologist, Depute Principal Educational Psychologist and Principal Educational Psychologist £76,701</li> </ul>	NHS Agenda for Change: <a href="#">England</a> , <a href="#">Scotland</a> , <a href="#">Wales</a> , <a href="#">Northern Ireland</a>
2229 Therapy professionals not elsewhere classified	2212, 2229, 3219	<ul style="list-style-type: none"> <li>• Acupuncturist</li> <li>• Art therapist</li> <li>• Chiropractor</li> <li>• Dance movement therapist</li> <li>• Family therapist</li> <li>• Genetic counsellor</li> <li>• Nutritionist</li> <li>• Osteopath</li> <li>• Sports massage therapist</li> <li>• Sports therapist</li> </ul>	See relevant pay band in Table 4	NHS Agenda for Change: <a href="#">England</a> , <a href="#">Scotland</a> , <a href="#">Wales</a> , <a href="#">Northern Ireland</a>
2231 Midwifery nurses	2232	<ul style="list-style-type: none"> <li>• Delivery suite manager</li> <li>• Midwife</li> <li>• Midwifery manager</li> </ul>	See relevant pay band in Table 4	NHS Agenda for Change: <a href="#">England</a> , <a href="#">Scotland</a> , <a href="#">Wales</a> , <a href="#">Northern Ireland</a>



<b>SOC 2020 occupation code</b>	<b>Equivalent SOC 2010 occupation code(s)</b>	<b>Examples of related job titles (non-exclusive)</b>	<b>Going rate (annual)</b>	<b>National pay scale source</b>
2232 Registered community nurses	2231	<ul style="list-style-type: none"> <li>• Community care nurse</li> <li>• District nurse</li> <li>• Health visitor</li> <li>• Practice nurse</li> </ul>	See relevant pay band in Table 4	NHS Agenda for Change: <a href="#">England</a> , <a href="#">Scotland</a> , <a href="#">Wales</a> , <a href="#">Northern Ireland</a>
2233 Registered specialist nurses	2231	<ul style="list-style-type: none"> <li>• Advanced primary care nurse</li> <li>• Intensive care nurse</li> <li>• Clinical nurse specialist</li> <li>• Theatre manager (hospital service)</li> </ul>	See relevant pay band in Table 4	NHS Agenda for Change: <a href="#">England</a> , <a href="#">Scotland</a> , <a href="#">Wales</a> , <a href="#">Northern Ireland</a>
2234 Registered nurse practitioners	2231	<ul style="list-style-type: none"> <li>• Health care practitioner</li> <li>• Mental health practitioner</li> <li>• Practitioner (nursing)</li> </ul>	See relevant pay band in Table 4	NHS Agenda for Change: <a href="#">England</a> , <a href="#">Scotland</a> , <a href="#">Wales</a> , <a href="#">Northern Ireland</a>
2235 Registered mental health nurses	2231	<ul style="list-style-type: none"> <li>• Community mental health nurse</li> <li>• Psychiatric nurse</li> </ul>	See relevant pay band in Table 4	NHS Agenda for Change: <a href="#">England</a> , <a href="#">Scotland</a> , <a href="#">Wales</a> , <a href="#">Northern Ireland</a>
2236 Registered children's nurses	2231	<ul style="list-style-type: none"> <li>• Community children's nurse</li> <li>• Neonatal nurse</li> <li>• Paediatric nurse</li> <li>• School nurse</li> </ul>	See relevant pay band in Table 4	NHS Agenda for Change: <a href="#">England</a> , <a href="#">Scotland</a> , <a href="#">Wales</a> , <a href="#">Northern Ireland</a>
2237 Other registered nursing professionals	2231, 6144	<ul style="list-style-type: none"> <li>• Clinical lead nurse</li> <li>• Matron (care/residential home)</li> <li>• Nurse</li> </ul>	See relevant pay band in Table 4	NHS Agenda for Change: <a href="#">England</a> , <a href="#">Scotland</a> , <a href="#">Wales</a> , <a href="#">Northern Ireland</a>

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (annual)	National pay scale source
		<ul style="list-style-type: none"> <li>• Nurse educator</li> <li>• Occupational health nurse</li> <li>• Staff nurse</li> <li>• Team leader (nursing)</li> <li>• Ward manager</li> </ul>		
2251 Pharmacists	2213	<ul style="list-style-type: none"> <li>• Chemist (pharmaceutical)</li> <li>• Dispensary manager</li> <li>• Pharmaceutical chemist</li> <li>• Pharmacist</li> <li>• Pharmacy manager</li> </ul>	See relevant pay band in Table 4	NHS Agenda for Change: <a href="#">England</a> , <a href="#">Scotland</a> , <a href="#">Wales</a> , <a href="#">Northern Ireland</a>
2252 Optometrists	2214	<ul style="list-style-type: none"> <li>• Doctor of optometry</li> <li>• Ophthalmic optician</li> <li>• Optician</li> </ul>	See relevant pay band in Table 4	NHS Agenda for Change: <a href="#">England</a> , <a href="#">Scotland</a> , <a href="#">Wales</a> , <a href="#">Northern Ireland</a>
2253 Dental practitioners (England)	2215	<ul style="list-style-type: none"> <li>• Dental surgeon</li> <li>• Dentist</li> <li>• Orthodontist</li> <li>• Periodontist</li> </ul>	<ul style="list-style-type: none"> <li>• Dental foundation training and equivalent: £38,472 (35-hour week)</li> <li>• Dental core training (hospital dental services) and equivalent: £49,909 (40-hour week)</li> <li>• Dental specialty training and equivalent: £61,825 (40-hour week)</li> <li>• Band A posts (for example, Community practitioner) and equivalent: £50,512 (37.5-hour week)</li> <li>• Band B posts (for example, Senior dental officer) and equivalent: £78,573 (37.5-hour week)</li> <li>• Band C posts (for example, Specialist / managerial posts) and equivalent: £94,007 (37.5-hour week)</li> </ul>	<a href="#">Pay and Conditions Circular (M&amp;D) 5/2024 R</a>

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (annual)	National pay scale source
			<ul style="list-style-type: none"> <li>• Consultant and equivalent: £105,504 (40-hour week)</li> </ul> <p>These going rates are per year and based on the weekly working hours stated above. They must be pro-rated for other working patterns, based on the weekly working hours stated by the applicant's sponsor.</p>	
2253 Dental practitioners (Scotland)	2215	<ul style="list-style-type: none"> <li>• Dental surgeon</li> <li>• Dentist</li> <li>• Orthodontist</li> <li>• Periodontist</li> </ul>	<ul style="list-style-type: none"> <li>• Dental foundation training (Hospital dental services) known as Vocational Training in Scotland: £39,603 (based on a 35-hour week)</li> <li>• Dental core training and equivalent: £50,538</li> <li>• Band A posts (for example, Community practitioner) and equivalent: £52,035</li> <li>• Band B posts (for example, Senior dental officer) and equivalent: £80,942</li> <li>• Band C posts (for example, Specialist / managerial posts) and equivalent: £96,841</li> </ul> <p>These going rates are per year and (unless otherwise stated) based on a 40-hour working week. They must be pro-rated for other working patterns, based on the weekly working hours stated by the applicant's sponsor.</p>	<a href="#">NHS Circular: PCS(DD)2024/01</a>
2253 Dental practitioners (Wales)	2215	<ul style="list-style-type: none"> <li>• Dental surgeon</li> <li>• Dentist</li> <li>• Orthodontist</li> <li>• Periodontist</li> </ul>	<ul style="list-style-type: none"> <li>• Dental foundation training (Hospital dental services) and equivalent: £38,292</li> <li>• Dental core training and equivalent: £41,269</li> <li>• Band A posts (for example, Community practitioner) and equivalent: £50,789</li> <li>• Band B posts (for example, Senior dental officer) and equivalent: £79,003</li> <li>• Band C posts (for example, Specialist / managerial posts) and equivalent: £94,525</li> <li>• Consultant and equivalent: £106,000 (37.5 hour week)</li> </ul>	<a href="#">Welsh Government Pay Circular M&amp;D(W) 07/2024 Pay Circular v4</a>

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (annual)	National pay scale source
			These going rates are per year and based on a 40 hour working week unless noted. They must be pro-rated for other working patterns, based on the weekly working hours stated by the applicant's sponsor.	
2253 Dental practitioners (Northern Ireland)	2215	<ul style="list-style-type: none"> <li>• Dental surgeon</li> <li>• Dentist</li> <li>• Orthodontist</li> <li>• Periodontist</li> </ul>	<ul style="list-style-type: none"> <li>• Dental foundation year two training (Hospital dental services) and equivalent: £36,371</li> <li>• Dental specialty training and equivalent: £38,780 (40-hour week)</li> <li>• Community Dental Officer and equivalent: £47,655 (37.5-hour week)</li> <li>• Senior community dental officer) and equivalent: £74,129 (37.5-hour week)</li> <li>• Specialist Community Dentist: £88,686 (37.5-hour week)</li> <li>• Assistant Community Clinical Director: £88,686 (37.5-hour week)</li> <li>• Community Clinical Director: £88,686 (37.5-hour week)</li> <li>• Administrative dentists: Dental Officer: £43,738 (37- hour week)</li> <li>• Senior Dental Officer: £62,500 (37-hour week),</li> <li>• Assistant clinical Director: £83,051 (37-hour week)</li> <li>• Clinical Director: £83,051 (37-hour week)</li> <li>• Consultant Northern Ireland: £94,127 (40-hour week)</li> </ul> <p>These going rates are per year and based on the weekly working hours stated above. They must be pro-rated for other working patterns, based on the weekly working hours stated by the applicant's sponsor.</p>	<a href="#">Workforce policy guidance - HSC (TC8) 01/2024 - Pay and Conditions of Service for Hospital, Medical and Dental Staff - Pay Award 2023/24</a>
2254 Medical radiographers	2217	<ul style="list-style-type: none"> <li>• Medical photographer</li> <li>• Nuclear</li> </ul>	See relevant pay band in Table 4	NHS Agenda for Change: <a href="#">England</a> , <a href="#">Scotland</a> , <a href="#">Wales</a>

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (annual)	National pay scale source
		medicine practitioner • Radiographer • Sonographer • Therapeutic radiographer • Vascular technologist		, <a href="#">Northern Ireland</a>
2255 Paramedics	3213	• Ambulance paramedic • Emergency care practitioner • Paramedic • Paramedic-ECP	See relevant pay band in Table 4	NHS Agenda for Change: <a href="#">England</a> , <a href="#">Scotland</a> , <a href="#">Wales</a> , <a href="#">Northern Ireland</a>
2256 Podiatrists	2218	• Chiropodist • Foot health practitioner (qualified) • Podiatrist	See relevant pay band in Table 4	NHS Agenda for Change: <a href="#">England</a> , <a href="#">Scotland</a> , <a href="#">Wales</a> , <a href="#">Northern Ireland</a>
2259 Other health professionals not elsewhere classified	2112, 2219, 3218, 3219	• Audiologist • Clinical physiologist • Dietician-nutritionist • Family planner • Occupational health adviser • Operating theatre practitioner • Physiologist	See relevant pay band in Table 4	NHS Agenda for Change: <a href="#">England</a> , <a href="#">Scotland</a> , <a href="#">Wales</a> , <a href="#">Northern Ireland</a>
2312 Further education teaching professionals (England)	2312	• FE College lecturer • Lecturer (further education) • Teacher (further	• Unqualified lecturer: £22,387 • Qualified lecturer: £27,786 • Advanced teaching and training: £41,905 • Leadership & management: £41,905  These going rates are per year and based on the definition of a full-time teaching	<a href="#">General Further Education Colleges 2023 national pay scales</a> <a href="#">Sixth Form Colleges 2023</a>

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (annual)	National pay scale source
		education) • Tutor (further education)	professional used when determining these pay scales. They must be pro-rated for other working patterns, based on the weekly working hours stated by the applicant's sponsor.	<a href="#">national pay scales</a>
2312 Further education teaching professionals (Scotland)	2312	• FE College lecturer • Lecturer (further education) • Teacher (further education) • Tutor (further education)	• Lecturer and equivalent: £27,786 • Senior lecturer and equivalent: £41,905  These going rates are per year and based on the definition of a full-time teaching professional used when determining these pay scales. They must be pro-rated for other working patterns, based on the weekly working hours stated by the applicant's sponsor.	No national pay scales published – minimum rates taken as the lowest of the other three nations
2312 Further education teaching professionals (Wales)	2312	• FE College lecturer • Lecturer (further education) • Teacher (further education) • Tutor (further education)	• Instructor / demonstrator and associate lecturer: £24,048.75 • Main grade lecturer: £30,619.64 • Upper pay spine: £44,010.49 • Management: £47,696.57  These going rates are per year and based on the definition of a full-time teaching professional used when determining these pay scales. They must be pro-rated for other working patterns, based on the weekly working hours stated by the applicant's sponsor.	<a href="#">Wales FE pay scales</a>
2312 Further education teaching professionals (Northern Ireland)	2312	• FE College lecturer • Lecturer (further education) • Teacher (further education) • Tutor (further education)	• Lecturer: £30,000 • Principal lecturer: £52,361 • Heads of Departments: £55,339  These going rates are per year and based on the definition of a full-time teaching professional used when determining these pay scales. They must be pro-rated for other working patterns, based on the weekly working hours stated by the applicant's sponsor.	<a href="#">Northern Ireland FE pay scales pay offer from College Employers' Forum</a>

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (annual)	National pay scale source
2313 Secondary education teaching professionals	2314	<ul style="list-style-type: none"> <li>• Curriculum leader (secondary school)</li> <li>• Deputy head teacher (secondary school)</li> <li>• Head of year (secondary school)</li> <li>• Secondary school teacher</li> <li>• Sixth form teacher</li> <li>• Teacher (secondary school)</li> </ul>	See relevant pay band in Table 5	Teachers' national pay scales: <a href="#">England</a> , <a href="#">Northern Ireland</a> , <a href="#">Scotland</a> , <a href="#">Wales</a>
2314 Primary education teaching professionals	2315	<ul style="list-style-type: none"> <li>• Deputy head teacher (primary school)</li> <li>• Infant teacher</li> <li>• Junior school teacher</li> <li>• Primary school teacher</li> </ul>	See relevant pay band in Table 5	Teachers' national pay scales: <a href="#">England</a> , <a href="#">Northern Ireland</a> , <a href="#">Scotland</a> , <a href="#">Wales</a>
2315 Nursery education teaching professionals	2315	<ul style="list-style-type: none"> <li>• Kindergarten teacher (professional)</li> <li>• Nursery school teacher</li> <li>• Pre-school teacher</li> </ul>	See relevant pay band in Table 5	Teachers' national pay scales: <a href="#">England</a> , <a href="#">Northern Ireland</a> , <a href="#">Scotland</a> , <a href="#">Wales</a>
2316 Special and additional needs education teaching professionals	2316	<ul style="list-style-type: none"> <li>• Behaviour support teacher</li> <li>• Deputy head teacher (special/additional needs school)</li> </ul>	See relevant pay band in Table 5	Teachers' national pay scales: <a href="#">England</a> , <a href="#">Northern Ireland</a> , <a href="#">Scotland</a>

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (annual)	National pay scale source
		<ul style="list-style-type: none"> <li>• Learning support teacher</li> <li>• Special educational needs coordinator</li> <li>• Special needs teacher</li> </ul>		, <a href="#">Wales</a>
2321 Head teachers and principals	2317	<ul style="list-style-type: none"> <li>• Head master (secondary school)</li> <li>• Head teacher (primary school)</li> <li>• Principal (further education)</li> <li>• Rector (university)</li> </ul>	See relevant pay band in Table 5	Teachers' national pay scales: <a href="#">England</a> , <a href="#">Northern Ireland</a> , <a href="#">Scotland</a> , <a href="#">Wales</a>
2461 Social workers	2442	<ul style="list-style-type: none"> <li>• Independent review officer (social worker)</li> <li>• Mental health social worker</li> <li>• Senior practitioner (local government: social services)</li> <li>• Social worker</li> <li>• Team leader (local government: social services)</li> </ul>	See relevant pay band in Table 4	NHS Agenda for Change: <a href="#">England</a> , <a href="#">Scotland</a> , <a href="#">Wales</a> , <a href="#">Northern Ireland</a>
3213 Medical and dental technicians (Not eligible for GBM or SCU)	3218, 5224	<ul style="list-style-type: none"> <li>• Cardiographer</li> <li>• Dental hygienist</li> <li>• Dental technician</li> <li>• Medical</li> </ul>	See relevant pay band in Table 4	NHS Agenda for Change: <a href="#">England</a> , <a href="#">Scotland</a> , <a href="#">Wales</a> , <a href="#">Northern Ireland</a>



SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (annual)	National pay scale source
		technical officer • Ocularist • Orthopaedic technician • Radiography assistant practitioner		
3219 Health associate professionals not elsewhere classified (Not eligible for GBM or SCU)	3218, 3219	• Antenatal teacher • Diet adviser • Health trainer • Therapist	See relevant pay band in Table 4	NHS Agenda for Change: <a href="#">England</a> , <a href="#">Scotland</a> , <a href="#">Wales</a> , <a href="#">Northern Ireland</a>
3231 Higher level teaching assistants (Not eligible for GBM or SCU)	6125, 6126	• Advanced teaching assistant • HLTA • Learning support practitioner • Teaching assistant (qualified)	General Assistants / Classroom Assistants: £23,656 (FTE £12.26 per hour) Classroom Assistant SEN: £25,147 p.a. (FTE £13.03 per hour)	<a href="#">NJC pay scales 2024</a> No available data for Scotland so matching the value of other nations
6112 Teaching assistants (Not eligible for GBM or SCU)	3111, 6125	• Classroom assistant • School assistant • Teaching assistant	£23,656 (FTE £12.26 per hour)	<a href="#">NJC pay scales 2024</a> No available data for Scotland so matching the value of other nations
6113 Educational support assistants (Not eligible for GBM or SCU)	6126	• Education support assistant • Learning support assistant • Non-teaching assistant (schools)	£23,656 (FTE £12.26 per hour)	<a href="#">NJC pay scales 2024</a> No available data for Scotland so matching the value of other nations

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (annual)	National pay scale source
		<ul style="list-style-type: none"> <li>• Special needs assistant</li> <li>• Support assistant (educational establishments)</li> </ul>		
6131 Nursing auxiliaries and assistants (Not eligible for GBM or SCU)	5431, 6141	<ul style="list-style-type: none"> <li>• Auxiliary nurse</li> <li>• Health care assistant (hospital service)</li> <li>• Health care support worker</li> <li>• Nursing assistant</li> <li>• Nursing auxiliary</li> </ul>	See relevant pay band in Table 4	NHS Agenda for Change: <a href="#">England</a> , <a href="#">Scotland</a> , <a href="#">Wales</a> , <a href="#">Northern Ireland</a>
6132 Ambulance staff (excluding paramedics) (Not eligible for GBM or SCU)		<ul style="list-style-type: none"> <li>• Ambulance care assistant</li> <li>• Ambulance driver</li> <li>• Ambulance service preparation operative</li> <li>• Ambulance technician</li> <li>• Emergency medical technician</li> </ul>	See relevant pay band in Table 4	NHS Agenda for Change: <a href="#">England</a> , <a href="#">Scotland</a> , <a href="#">Wales</a> , <a href="#">Northern Ireland</a>
6133 Dental nurses (Not eligible for GBM or SCU)	6143	<ul style="list-style-type: none"> <li>• Dental assistant</li> <li>• Dental nurse</li> <li>• Dental nurse-receptionist</li> <li>• Dental surgery assistant</li> </ul>	See relevant pay band in Table 4	NHS Agenda for Change: <a href="#">England</a> , <a href="#">Scotland</a> , <a href="#">Wales</a> , <a href="#">Northern Ireland</a>

”.

APP SO7. In the text above Table 4, after “a 37.5-hour week”, insert “(in Scotland, a 37-hour week)”.

APP SO8. For Table 4, substitute:

“

<b>Band or equivalent</b>	<b>England</b>	<b>Scotland</b>	<b>Wales</b>	<b>Northern Ireland</b>
Band 3	£24,071	£28,998	£24,433	£22,816
Band 4	£26,530	£31,670	£26,928	£25,147
Band 5	£29,970	£39,735	£30,420	£28,407
Band 6	£37,338	£48,635	£37,898	£35,392
Band 7	£46,148	£56,747	£46,840	£43,742
Band 8a	£53,755	£64,906	£54,550	£50,952
Band 8b	£62,215	£75,937	£63,150	£58,972
Band 8c	£74,290	£89,866	£75,405	£70,417
Band 8d	£88,168	£103,795	£89,491	£83,571
Band 9	£105,385	£122,831	£106,967	£99,891

”.

APP SO9. For Table 5, substitute:

“

<b>Role</b>	<b>England (excluding London / Fringe)</b>	<b>London Fringe</b>	<b>Outer London</b>	<b>Inner London</b>	<b>Scotland</b>	<b>Wales</b>	<b>Northern Ireland</b>
Unqualified teachers / Probationers	£21,731	£23,140	£25,758	£27,252	£33,594	£21,812	-
Qualified teachers	£31,650	£33,075	£36,413	£38,766	£40,305	£32,433	£30,000
Chartered							

<b>Role</b>	<b>England (excluding London / Fringe)</b>	<b>London Fringe</b>	<b>Outer London</b>	<b>Inner London</b>	<b>Scotland</b>	<b>Wales</b>	<b>Northern Ireland</b>
teachers	-	-	-	-	£52,158	-	-
Principal teachers	-	-	-	-	£55,155	-	-
Leadership group	£49,781	£51,151	£53,731	£59,186	-	£50,653	£47,241
Leading practitioner	£50,025	£51,403	£53,994	£59,478	-	£50,902	-
Head teacher	£56,316	£57,693	£60,266	£65,731	£62,556	£57,304	£53,309

”.

APP SO10. In Table 6, in the row containing “6222 Beauticians and related occupations”, delete “• Tattoo artist”.

### **Changes to Appendix T2 Minister of Religion**

APP MOR1. In MOR 14.1, after “with permission”, insert “(not as a dependant)”.

APP MOR2. For MOR 14.1(d), substitute:

“(d) Tier 1, other than Tier 1 (Graduate Entrepreneur); or”.

### **Changes to Appendix Global Talent**

APP GT1. For GTE 1.1, substitute:

“GTE 1.1. A person applying for Global Talent endorsement must apply online on the gov.uk website on the specified form “Apply for Global Talent endorsement - stage 1.”.

APP GT2. In GTE 3.2(b) in both instances where it occurs, after “worked with” insert “in an artistic capacity”.

APP GT3. For GTE 4.2, substitute:

“GTE 4.2. An applicant must provide all of the following:

- (a) a CV which sets out their professional architecture career to date; and

- (b) 3 dated letters of recommendation supporting the Global Talent application of which:
  - (i) 2 must be from well-established architecture organisations that the applicant has worked with in an architectural capacity, who are acknowledged as experts in the applicant’s field, and at least one1 of the organisations must be based in the UK; and
  - (ii) the third must be from another well-established architecture organisation, or an individual, that the applicant has worked with in an architectural capacity, who has recognised expertise in the applicant’s field.”.

APP GT4. For GTE 5.2, substitute:

“GTE 5.2. An applicant must provide all of the following:

- (a) a CV which sets out their professional fashion design career to date; and
- (b) 3 dated letters of recommendation supporting the Global Talent application of which:
  - (i) 2 must be from well-established fashion organisations that the applicant has worked with in a fashion design capacity, who are acknowledged as experts in the applicant’s field, and at least one1 of the organisations must be based in the UK; and
  - (ii) the third must be from another well-established fashion organisation, or an individual, that the applicant has worked with in a fashion design capacity, who has recognised expertise in the applicant’s field.”.

APP GT5. In GTE 5.4(a), after “their individual work”, insert “or their work as a contributing designer”.

APP GT6. In GTE 5.4(b)(v), for “an international counterpart of the British Fashion Council”, substitute “an international organisation which the British Fashion Council is satisfied operates as its counterpart , outside of the UK”.

APP GT7. In GTE 5.4(d), before “evidence”, insert “at least 2 examples of”.

APP GT8. In GTE 6.1(a), after ““Main Award””, insert “for their work as an individual”.

- APP GT9. In GTE 6.1(c), after “Main Awards”, insert “for their work as an individual”.
- APP GT10. For GTE 6.1(d), substitute:  
  
“they have notable industry recognition for at least 2 separate productions through international distribution sales, media recognition and a specified combination of awards from Pact’s Notable Industry Recognition Awards List, as set out in <https://www.pact.co.uk/applying-for-talent-visas/notable-industry-recognition-awards-list.html>.”.
- APP GT11. For GTE 6.2, substitute:  
  
“GTE 6.2. An applicant must provide all of the following:
- (a) a CV which sets out their professional film and television career to date; and
  - (b) 3 dated letters of recommendation supporting the Global Talent application of which:
    - (i) 2 must be from well-established film and television organisations that the applicant has worked with in a film and television capacity, who are acknowledged as experts in the applicant’s field, and at least one of the organisations must be based in the UK; and
    - (ii) the third must be from another well-established film and television organisation, or an individual, that the applicant has worked with in a film and television capacity, who has recognised expertise in the applicant’s field.”.
- APP GT12. In GTE 7.2, for “The applicant must provide all of the following with the Tech Nation online application form”, substitute “An applicant must provide all of the following:”.
- APP GT13. In GT 11.3, after “with permission”, insert “(not as a dependant)”.
- APP GT14. For GT 11.3(f), substitute:  
  
“(f) Tier 1, other than Tier 1 (Graduate Entrepreneur); or”.

### **Changes to Appendix GT: Prestigious prizes**

- APP GTP1. In Table 4, for the rows:

“

Golden Globes – Best Actor in a Drama (Motion Picture)	Hollywood Foreign Press Association
Golden Globes – Best Actress in a Drama (Motion Picture)	Hollywood Foreign Press Association
Golden Globes – Best Actor in a Musical/Comedy (Motion Picture)	Hollywood Foreign Press Association
Golden Globes – Best Actress in a Musical/Comedy (Motion Picture)	Hollywood Foreign Press Association
Golden Globes – Best Director (Motion Picture)	Hollywood Foreign Press Association
Golden Globes – Best Screenplay (Motion Picture)	Hollywood Foreign Press Association
Golden Globes – Best Supporting Actor (Motion Picture)	Hollywood Foreign Press Association
Golden Globes – Best Supporting Actress (Motion Picture)	Hollywood Foreign Press Association
Golden Globes – Best Actor in a Drama (TV)	Hollywood Foreign Press Association
Golden Globes – Best Actress in a Drama (TV)	Hollywood Foreign Press Association
Golden Globes – Best Actor in a Motion Picture (TV)	Hollywood Foreign Press Association
Golden Globes – Best Actress in a Motion Picture (TV)	Hollywood Foreign Press Association
Golden Globes – Best Actor in a Musical/Comedy (TV)	Hollywood Foreign Press Association
Golden Globes – Best Actress in a Musical/Comedy (TV)	Hollywood Foreign Press Association
Golden Globes – Best Supporting Actor (TV)	Hollywood Foreign Press Association
Golden Globes – Best Supporting Actress (TV)	Hollywood Foreign Press Association

”

Substitute:

Golden Globes – Best Performance by a Female Actor in a Motion Picture - Drama	Hollywood Foreign Press Association
Golden Globes – Best Performance by a Male Actor in a Motion Picture - Drama	Hollywood Foreign Press Association
Golden Globes – Best Performance by a Female Actor in a Motion Picture –	Hollywood Foreign Press Association

Musical or Comedy	
Golden Globes – Best Performance by a Male Actor in a Motion Picture - Musical or Comedy	Hollywood Foreign Press Association
Golden Globes – Best Director - Motion Picture	Hollywood Foreign Press Association
Golden Globes – Best Screenplay - Motion Picture	Hollywood Foreign Press Association
Golden Globes – Best Performance by a Female Actor in a Supporting Role in any Motion Picture	Hollywood Foreign Press Association
Golden Globes – Best Performance by a Male Actor in a Supporting Role in any Motion Picture	Hollywood Foreign Press Association
Golden Globes – Best Performance by a Female Actor in a Supporting Role in a Television Series - Drama	Hollywood Foreign Press Association
Golden Globes – Best Performance by a Male Actor in a Supporting Role in a Television Series - Drama	Hollywood Foreign Press Association
Golden Globes – Best Performance by a Female Actor in a Limited Series, Anthology Series, or a Motion Picture Made for Television	Hollywood Foreign Press Association
Golden Globes – Best Performance by a Male Actor in a Limited Series, Anthology Series, or a Motion Picture Made for Television	Hollywood Foreign Press Association
Golden Globes – Best Performance by a Female Actor in a Television Series – Musical or Comedy	Hollywood Foreign Press Association
Golden Globes – Best Performance by a Male Actor in a Television Series – Musical or Comedy	Hollywood Foreign Press Association
Golden Globes - Best Performance by a Female Actor in a Supporting Role on Television	Hollywood Foreign Press Association
Golden Globes - Best Performance by a Male Actor in a Supporting Role on Television	Hollywood Foreign Press Association

”

### Changes to Appendix Scale-up



APP SCU1. In SCU 15.2, after “with permission”, insert “(not as a dependant)”.

APP SCU2. For SCU 15.2(h), substitute:

“(h) Tier 1, other than Tier 1 (Graduate Entrepreneur).”.

### **Changes to Appendix International Sportsperson**

APP ISP1. In ISP 14.2, after “with permission”, insert “(not as a dependant)”.

APP ISP2. For ISP 14.2(g), substitute:

“(g) Tier 1, other than Tier 1 (Graduate Entrepreneur); or”

### **Changes to Appendix Sports Governing Bodies**

APP SGB1. In the list of governing bodies, delete the entry for “Aikido”.

APP SGB2. In the list of governing bodies, after “Boxing”, insert new entry:

“

Brazilian Jiu Jitsu	UK Brazilian Jiu-Jitsu Association
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”.

APP SGB3. In the list of governing bodies, for the entry “Canoeing (Scotland)”, substitute:

“

Canoeing (Scotland)	Scottish Canoe Association (trading as Paddle Scotland)
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”.

APP SGB4. In the list of governing bodies, after “Volleyball (England)”, insert new entry:

“

Volleyball (Northern Ireland)	Northern Ireland Volleyball
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”.

### **Changes to Appendix Temporary Work – Seasonal Worker**

APP TWSW1. In SAW 4.1(g)(i), for “£11.44”, substitute “£12.21”.

## **Changes to Appendix Youth Mobility Scheme: eligible nationals**

APP YMSEN1. In the heading, for “2024”, substitute “2025”.

APP YMSEN2. For paragraph 1, substitute:

“The maximum total allocation of places available for use by nationals or citizens of countries and rightful holders of a passport issued by territories participating in the Youth Mobility Scheme in 2025, are as follows:

- Andorra – 100 places
- Australia – 42,000 places
- Canada – 10,000 places
- Hong Kong – 1,000 places
- Iceland – 1,000 places
- India – 3,000 places
- Japan – 6,000 places
- Monaco – 1,000 places
- New Zealand – 9,500 places
- Republic of Korea - 5,000 places
- San Marino – 1,000 places
- Taiwan – 1,000 places
- Uruguay – 500 places”.

APP YMSEN3. Delete YMSEN 1C to YMSEN 1F.

## **Changes to Appendix Temporary Work – Creative Worker**

APP CRV1. After CRV 4.9, insert:

“CRV 4.10. The applicant must not be filling a permanent position, including on a temporary basis.”.

## **Changes to Appendix Temporary Work - Charity Worker**

APP CW1. For CW 4.2(b), substitute:

“(b) it must be voluntary work and not be paid or otherwise remunerated, including receipt of benefits in kind, except for reasonable expenses and the provision of accommodation as is reasonable in the circumstances as defined in the National Minimum Wage Act 1988; and”.

**Changes to Appendix Government Authorised Exchange**

APP GAE1. In GAE 1.2(d), after “3 months”, insert “(or 90 days, where the Certificate of Sponsorship is linked to a Sponsorship Reference Number, disregarding any days during which an edit requested by a sponsor to their Sponsor a Worker submission is being reviewed)”.

APP GAE2. For GAE 5.1(f), substitute:

“(f) confirm that the role is supernumerary, such that it is in addition to the host employer’s regular, required, or standard number of staff and does not fill a permanent position or ongoing vacancy in the relevant organisation’s workforce, even on a temporary basis (with a full explanation of why it is supernumerary); and”.

**Changes to Appendix Government Authorised Exchange schemes**

APP GAES1. In the list of schemes, delete the entry for the “UKSA Satellite KHTT Programme”.

APP GAES2. In the list of schemes, below the entry for the “UK Research and Innovation – Science, Research and Academia” scheme, insert:

“

UKSA Satellite KHTT Programme	A secondment programme for employees of foreign space agencies to undertake practical training and work experience working alongside specialist UK staff.	UK Space Agency (UKSA)	Research and training programmes Maximum 24 months	All UK
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”.

**Changes to Appendix Ukraine Scheme**

APP UKR1. Delete UKR 14.1.

APP UKR2. Delete UKR 14.2.

APP UKR3. After UKR 15.2, insert the following:

“UKR 15.2A. If the applicant is a child on the date of application:  
(a) they must be applying with, or to join in the UK, their parent or legal guardian; or  
(b) their sponsor must have been approved as a sponsor for that applicant under the Homes for Ukraine Sponsorship Scheme under the guidance: “Homes for Ukraine - Applications to Homes for Ukraine for children who are not travelling or reuniting with their parent or legal guardian: Guidance for Councils” before the date of application and the applicant must provide evidence of that approval in the form of a reference number.”.

APP UKR4. For UKR 19A.2, substitute:

“UKR 19A.2. The written consent must confirm all of the following:  
(a) support for the application; and  
(b) that the applicant will live with the parent or legal guardian in the UK; and  
(c) that the parent or legal guardian has permission to stay in the UK; and  
(d) the applicant’s travel to, and reception arrangements in, the UK.”.

APP UKR5. In UKR 29.3, for “permission to stay”, substitute “permission”.

APP UKR6. In UKR 29.3(c)(ix) delete “as” before “a child”.

APP UKR7. In UKR 29.3(c)(ix), for “.” Substitute, “; or”.

APP UKR8. After UKR 29.3(c)(ix) insert:

“UKR 29.3(c)(x) a child who was granted permission to enter the UK prior to 31 January 2025 on the basis that they had a parent who held permission under Appendix Ukraine Scheme, or the equivalent permission granted in the Islands, or in accordance with the provisions set out at UKR 29.3(b).”.

APP UKR9. In UKR 31.1(a), after “a Ukrainian national”, insert “who has previously been granted permission in accordance with UKR 29.3”.

APP UKR10. In UKR 31.1(b), for “under Appendix Ukraine Scheme” substitute

“permission in accordance with UKR 29.3 as, and who remains:”.

APP UKR11. For UKR31.1(b)(v), substitute:

“a family member granted in accordance with the rules at the time in Appendix Ukraine Scheme on the now closed Ukraine Family Scheme; or”.

APP UKR12. After UKR 31.1(b)(v) insert:

“UKR 31.1(b)(vi) a carer of a child who meets the conditions at UKR 29.3(c)(vi) or UKR 29.3(c)(vii); or”.

APP UKR13. In UKR 32.1(b), after “parent” insert “or legal guardian”.

APP UKR14. For UKR 32.2, substitute:

“UKR 32.2. To meet the requirements of UKR 32.1(b) as a parent, a birth certificate showing the names of the child’s parent(s) must be provided.”.

APP UKR15. After UKR 32.2, insert:

“UKR 32.3. To meet the requirements of UKR 32.1(b) as a legal guardian, a court order or government issued document naming the applicant as the legal guardian of the child must be provided.”.

APP UKR16. After UKR 32.3, insert:

“UKR 32.4. If an applicant cannot provide the required documents set out in UKR 32.2 or UKR 32.3, other evidence demonstrating that they are the parent or legal guardian of the child may be considered.”.

APP UKR17. In UKR 33.1(a), for “Ukraine Scheme permission” substitute, “permission in accordance with UKR 29.3”.

APP UKR18. In UKR 33.1(b) for “Ukraine Scheme permission”, substitute, “permission in accordance with UKR 29.3”.

### **Changes to Appendix Temporary Permission to Stay for Victims of Human Trafficking or Slavery**

VTS1. After VTS 2.1, insert:

“VTS 2.2. The applicant must not fall for refusal under Part 9: grounds for

refusal.”.

### **Changes to Appendix Family Reunion (Protection)**

APP FRP1. In the Appendix title, for “(Protection)”, substitute “(Sponsors with Protection)”.

APP FRP2. For the Introduction section, for “This Appendix applies to a partner or dependent child of a person who holds protection status in the UK.”,

substitute:

“This Appendix, also known as refugee family reunion, applies to a pre-flight partner or dependent child applying to stay with or join a person who has protection status or settlement on a protection route in the UK.

There is a separate route under Appendix Child Relative (Sponsors with Protection) for a child to stay with or join a close relative, for example a sibling, who has protection status in the UK.

There is a separate route under Appendix FM: family members for post-flight family members seeking to join a sponsor who has protection status, is settled or a British Citizen in the UK on the basis of their family life .”.

APP FRP3. For FRP 1.1 and FRP 1.2, substitute:

“FRP 1.1. A person applying in the UK for permission to stay with their parent or partner who has protection status or settlement on a protection route in the UK must do so on the GOV.UK website on the specified form: “FLR (HRO)”.

FRP 1.2. A person applying for entry clearance to join their parent or partner who has protection status or settlement on a protection route in the UK must do so online on the GOV.UK website on the specified forms as follows:

- (a) “Partner of someone in the UK with protection status (family reunion)”; or
- (b) “Child of someone in the UK with protection status (family reunion)”.

FRP 1.3. An application for family reunion must meet the following validity requirements:

- (a) the applicant must have provided biometrics when required;

and

(b) the person the applicant is seeking to stay with or join in the UK must have protection status or settlement on a protection route in the UK; and

(c) the person the applicant is seeking to stay with or join in the UK must not be a British Citizen.

FRP 1.4. An application for family reunion which does not meet all the validity requirements may be rejected as invalid and not considered.”.

APP FRP4. For FRP 2.1, substitute “FRP 2.1. The decision maker must be satisfied that the applicant should not be refused under Part 9: grounds for refusal.”.

APP FRP5. In FRP 3.1, for “satisfactorily establish”, substitute “have satisfactorily established”.

APP FRP6. For FRP 4.1, substitute:

“FRP 4.1. The applicant must:

- (a) be the partner of the person who has protection status or settlement on a protection route in the UK; and
- (b) have formed part of the family unit before their partner left the country of their habitual residence in order to seek protection in the UK.

FRP 4.2. The applicant must meet the requirements of Appendix Relationship with Partner of these Rules.”.

APP FRP7. For FRP 5.1, substitute:

“FRP 5.1. The applicant must:

- (a) be the child of a person who has protection status or settlement on a protection route in the UK; or
- (b) be the child of a person whose partner has protection status or settlement on a protection route in the UK.”.

APP FRP8. For FRP 6.1, substitute:

“FRP 6.1. The applicant must:

- (a) be under the age of 18 on the date of application or, if they are aged 18 or over, the decision maker must be satisfied there are exceptional circumstances (as set out in FRP 6.2.); and
- (b) have formed part of the family unit before the

person with protection status or settlement on a protection route (as set out in FRP 5.1.) left the country of their habitual residence in order to seek protection in the UK; and  
(c) meet the independent life requirement for a dependent child as set out in Appendix Children of these Rules.”.

APP FRP9. For FRP 6.2, substitute:

“FRP 6.2. Where the applicant is over the age of 18 on the date of application, the decision maker must, when considering whether there are exceptional circumstances, consider all relevant factors including:  
(a) whether the applicant is dependent on the financial and emotional support of the person with protection status or settlement on a protection in the UK (as set out in FRP 5.1.); and  
and  
(b) whether the applicant is dependent on the financial and emotional support of a parent or parents who is in the UK, or qualifies for family reunion or resettlement and intends to travel to the UK; and  
(c) whether or not the applicant is leading an independent life, has any other relatives to provide financial or emotional support, and whether they can access support or employment in the country in which they are living and whether they would likely become destitute if left on their own.”.

APP FRP10. After FRP 6.2, for the heading, “Eligibility requirements for Family Reunion based on Article 8 European Convention of Human Rights (ECHR)”, substitute:

“Eligibility under Article 8 of the Human Rights Convention”.

APP FRP11. For FRP 7.1, substitute:

“FRP 7.1. Where an applicant does not meet all the suitability or eligibility requirements (subject to FRP.7.2), the decision maker must consider, on the basis of the information provided by the applicant, whether there are exceptional circumstances which would make a refusal of the application a breach of Article 8 of the ECHR, because such refusal would result in unjustifiably harsh consequences for the applicant or their family member, whose Article 8 rights it is evident from the information provided would be affected by a decision to refuse the application.”.



APP FRP12. For FRP 7.2, substitute:

“FRP 7.2. Where FRP 7.1. applies and the decision maker is satisfied that the applicant should be refused under paragraph 9.2.1, paragraph 9.2.3, paragraph 9.3.1, paragraph 9.4.1 and paragraph 9.5.1 of Part 9: grounds of refusal, the application for family reunion will be refused.”.

APP FRP13. For FRP 8.1, substitute:

“FRP 8.1. Where the decision maker is satisfied that all the relevant eligibility requirements are met, unless paragraph FRP 7.2. applies, the application for family reunion will be granted; otherwise, the application will be refused.”.

APP FRP14. After FRP 8.1, for the heading “Period and conditions of grant for Family Reunion”, substitute “Period of grant for Family Reunion”.

APP FRP15. In FRP 9.1, for “P”, substitute “the person with protection status or settlement on a protection route in the UK”.

APP FRP16. In FRP 9.2, for “P”, substitute “the person with protection status or settlement on a protection route in the UK”.

APP FRP17. Delete FRP 9.3.

APP FRP18. After the deleted FRP 9.3, insert heading “Conditions of grant for Family Reunion”.

APP FRP19. After the heading “Conditions of grant for Family Reunion”, insert:

“FRP 10.1. The grant will be subject to all the following conditions:  
(a) access to public funds; and  
(b) work permitted (including self-employment and voluntary work); and  
(c) study permitted, subject to the ATAS condition in Appendix ATAS.”.

### **Changes to Appendix Child staying with or joining a Non-Parent Relative (Protection)**

APP CRP1. For the appendix title:

“Immigration Rules Appendix Child staying with or joining a Non-Parent Relative (Protection)”.

substitute:

“Immigration Rules Appendix Child Relative (Sponsors with Protection)”.

APP CRP2. In the Introduction, for:

“Appendix Child staying with or joining a Non-Parent Relative (Protection)

Appendix Child staying with or joining a Non Parent Relative (Protection), is also known as Appendix CNP”,

Substitute:

“Immigration Rules Appendix Child Relative (Sponsors with Protection)

Appendix Child Relative (Sponsors with Protection) is also known as Appendix CRP”.

APP CRP3. In the Introduction, for each place it occurs, for “Appendix CNP” substitute “Appendix CRP”.

APP CRP4. In the Introduction, for each place it occurs, for “non-parent” substitute “close”.

APP CRP5. In all headings, in each place it occurs, for “non-parent relative”, substitute “close relative”.

APP CRP6. In each place it occurs, for all paragraph numbers for “CNP”, substitute “CRP”.

APP CRP7. In each place it occurs in the Appendix, for “non-parent relative”, substitute “close relative”.

APP CRP8. For CRP 1.1, substitute:

“CRP 1.1. A person applying for permission to stay in the UK with their close relative must apply on the GOV.UK website on the specified form as follows: “FLR (P)”.

CRP 1.1A. A person applying for entry clearance to join their close relative in the UK must apply online on the GOV.UK website on the specified form as follows: “Child of a close relative with protection

status in the UK”.”.

APP CRP9. In CRP 1.2(a), delete “in whole or part”.

APP CRP10. In CRP 3.1(b), for “; and”, substitute “.”.

APP CRP11. In CRP 4.2, for “close relative” substitute “person with protection status in the UK”.

APP CRP12. For CRP 13.2, substitute:

“CNP 13.2. The applicant must show they meet the English language requirement, or are exempt, as specified in Appendix English Language.”.

### **Changes to Appendix English Language**

APP EL1. In the Introduction section, for “Appendix Child staying with or joining a Non-Parent Relative (Protection),”

substitute:

“Appendix Child Relative (Sponsors with Protection),”.

APP EL2. For EL 2.3(n), substitute “(n) settlement on the Appendix Child Relative (Sponsors with Protection) route; or”.

### **Changes to Appendix KOL UK**

APP KOLUK1. In the Introduction section, after “Appendix Hong Kong British National (Overseas),”, insert “Appendix Child Relative (Sponsors with Protection),”.

### **Changes to Appendix Finance**

APP FIN1. For the Introduction section, substitute:

“This Appendix sets out how the financial requirement must be met.

The routes set out the requirements for the amount of funds and length of time they must be held.

This Appendix applies to applications under these routes:

- Appendix Child Student
- Appendix Domestic Worker in a Private Household
- Appendix Global Business Mobility – Senior or Specialist
- Appendix Global Business Mobility – Graduate Trainee
- Appendix Global Business Mobility – UK Expansion Worker
- Appendix Global Business Mobility – Service Supplier
- Appendix Global Business Mobility – Secondment Worker
- Appendix Global Talent
- Appendix High Potential Individual
- Appendix Hong Kong British National (Overseas)
- Appendix Innovator Founder
- Appendix International Sportsperson
- Appendix Parent of a Child Student
- Appendix Representative of an Overseas Business
- Appendix Scale-up
- Appendix Short-term Student
- Appendix Skilled Worker
- Appendix Start-up
- Appendix Student
- Appendix Temporary Work - Charity Worker
- Appendix Temporary Work - Creative Worker
- Appendix Temporary Work - International Agreement
- Appendix Temporary Work - Government Authorised Exchange
- Appendix Temporary Work - Religious Worker
- Appendix Temporary Work - Seasonal Worker
- Appendix T2 Minister of Religion
- Appendix UK Ancestry
- Appendix Visitor
- Appendix Youth Mobility Scheme”.

### **Changes to Appendix Relationship with Partner**

APP RWP1. In the Introduction section, for “Appendix Family Reunion (Protection)”, substitute “Appendix Family Reunion (Sponsors with Protection)”.

### **Changes to Appendix Children**

APP CHI1. In the section “Applicant applying as a dependent child”, for “Appendix Family Reunion (Protection)”

substitute:

“Appendix Family Reunion (Sponsors with Protection)”.

APP CHI2. In the section “Applicant applying as a dependent child”, for  
“Appendix Child staying with or joining a Non-Parent Relative  
(Protection)”

substitute:

“Appendix Child Relative (Sponsors with Protection)”.



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